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BOYS' AND GIRLS' CLUB WORK, 1922.

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CONTENTS.

	Page.		Page.
Measuring results-----	1	Measuring the effectiveness of extension methods—Continued.	
Boys and girls reached-----	1	Establishing practices demonstrated-----	39
Boys and girls completing work-----	3	State supervision-----	44
Boys' and girls' club organizations-----	4	Measuring the effectiveness of various extension agencies-----	47
Practices demonstrated-----	6	Comparative quality of work-----	49
Demonstration results-----	8	Specialists-----	49
Measuring the effectiveness of extension methods-----	24	Outlook-----	50
Determining the problems-----	25	Statistical results-----	51
Planning the demonstration-----	27		
Carrying out the demonstration-----	33		

Boys' and girls' club work is a definite part of the American system of extension work in agriculture and home economics. It provides an opportunity for boys and girls, 10 years of age and over, under intelligent and sympathetic leadership, to put on demonstrations in their own communities designed to show better practices in farming and home making. Such work is proving a good thing for the communities in which it is being conducted and a good thing for the boys and girls who take part in it. The evidence is found in young men and women who were club members 10 years ago, and who are now assuming their places in the affairs of men. Communities where club work has been established are now sufficiently numerous so that anyone may find and study the results (fig. 1).

MEASURING RESULTS.

BOYS AND GIRLS REACHED.

Reports for 1922 show a general increase in the membership of farm boys and girls in extension work throughout the country. In all, 600,957 young people were enrolled as junior demonstrators in the establishment of better practices on the farm, and in the home and community. During 1922, this number of rural young people

not only assumed considerable responsibility in connection with their work on the farm and in the farm home, but they, as junior citizens, gave for the most part, unstintingly of their best thought and effort in making the life of their respective farming communities attractive and satisfying. Thus, these 600,957 farm boys and girls, through their demonstrations of improved farm and home practices and their active interest in community development, may be considered a good

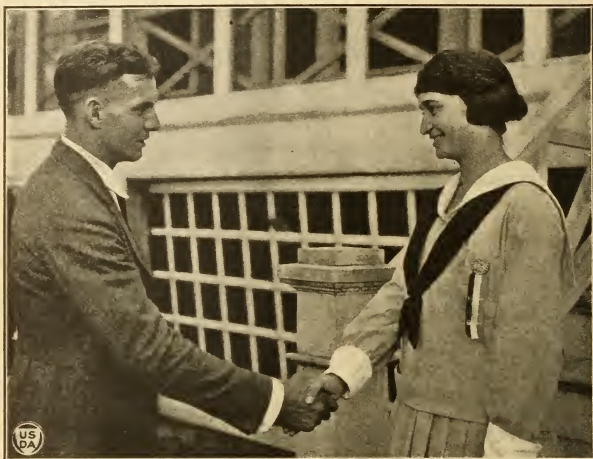


FIG. 1.—Farm boys and girls through club work are developing not only skill in farm and home activities but also vigorous bodies. This young man and woman were winners in the club health contest at an interstate exposition.

guarantee of that number of desirable citizens when they become voting members of society. The significance of the increase in total membership in 1922 may be gained by comparing it with that of preceding years. Figure 2 shows the number of farm boys and girls enrolled since 1915, the first year following the passage of the Smith-Lever Act. It will be noted that there has been a consistent gain in the number of farm boys and girls enrolled in junior extension work since the sudden decline in enrollment following the emergency activities of the war period.

Enrollment in junior extension work, 1912-1922.

Year.	Total enrollment.	Year	Total enrollment.
1912.....	115,291	1918.....	1,018,870
1913.....	144,738	1919.....	635,798
1914.....	228,611	1920.....	436,798
1915.....	317,601	1921.....	538,220
1916.....	333,594	1922.....	600,957
1917.....	662,461		

BOYS AND GIRLS COMPLETING WORK.

One of the most gratifying developments in boys' and girls' club work is the increasing number of club demonstrators completing the work and reporting their results at the close of the year. It is important that young people finish the club work undertaken, thereby strengthening their own will to do, and creating approval and inter-

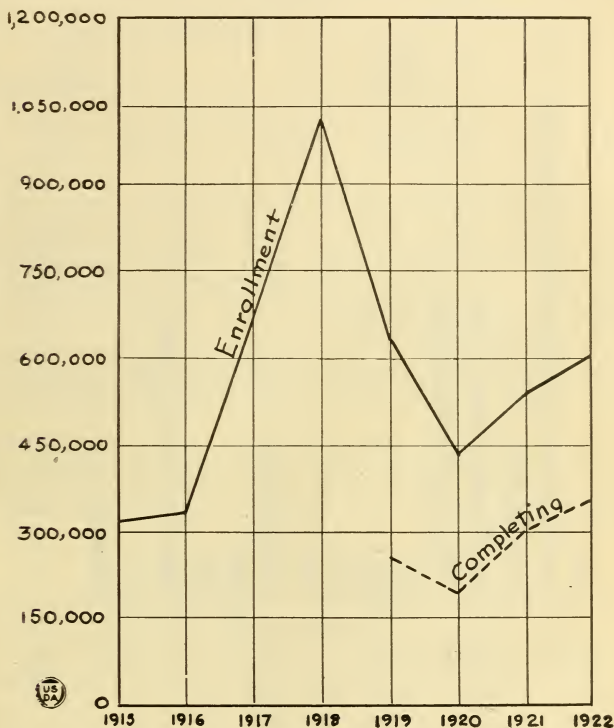


FIG. 2.—Number of club members enrolled in junior extension work, and number completing the required work, since the passage of the Smith-Lever Act, May 8, 1914.

est on the part of their parents and others. If completions are not encouraged, an unfavorable reaction is likely to occur which will retard not only the establishment of the better practices which the club members have begun to demonstrate and then dropped, but also the introduction of further demonstrations by young people in farm and home improvement.

For the year 1922, 358,090, or 59 per cent of the club demonstrators enrolled, completed the work, and reported their results. This per-

centage of members completing is an increase over that of any preceding year considered on the basis of the total enrollment in clubs throughout the United States. The following table shows the number and percentage completing the work and reporting their results for the last four years.

Number of club members completing their required work and reporting results, 1919-1922.

Year.	Enrollment.	Members completing and reporting results.	Per cent.	Year.	Enrollment.	Members completing and reporting results.	Per cent.
1919.....	635,798	252,204	40	1921.....	538,220	304,293	57
1920.....	436,798	192,249	44	1922.....	600,957	358,090	59

The increase from 40 per cent in 1919 to 59 per cent in 1922 is believed, by extension agents, to be one of the truest criterions of improvement in the quality of work done from the standpoint of both the club demonstrator and the agent. That this phase of junior extension work is being studied thoughtfully by extension agents is indicated by the following excerpts from the State club leader's report from Vermont for 1922:

We determined to emphasize the contract form of enrollment in order to secure a larger per cent completing the work than in former years. The enrollment this year has been entirely on the contract basis, and 63.4 per cent of the members have finished their work and reported, in contrast to 36 per cent the preceding year.

During the last few years by such efforts as the foregoing, noteworthy results have been obtained in a large number of States. It is not uncommon to hear of clubs and, where the population is relatively stable, of counties with 100 per cent completions at the close of the year (fig. 3).

BOYS' AND GIRLS' CLUB ORGANIZATIONS.

The importance of organizing farm boys and girls into definite clubs on a voluntary basis has been recognized from the beginning by farsighted leaders engaged in the work. A strong incentive is supplied by the club organization, during a time of ready acceptance of new ideas, through satisfying the instinct usually developed during the adolescent period whereby young people like to organize and direct the things that concern themselves. The mutual understanding developed through this interest in common problems encourages helpful comparisons of progress in demonstrations under way, often appreciably raising standards of work and developing community spirit. Moreover, as the work with young people has grown and the demands in general upon the county extension agent's time have become more insistent, the need for the club organization has become increasingly felt in providing for a steady expansion of the work. In 1922 there were reported 28,194 organized clubs, of which 8,072 were standard. Although the requirements for the standard club vary somewhat in the different sections of the country, the general result has been practically the same in stimulating and maintaining

interest and in improving and spreading the influence of the demonstrations conducted by the farm boys and girls enrolled. Reports for 1922 indicated a growing tendency to federate various demonstration clubs of a community into a so-called community club. It is believed that such clubs further reenforce junior demonstration work in making a mass attack upon the economic and social problems

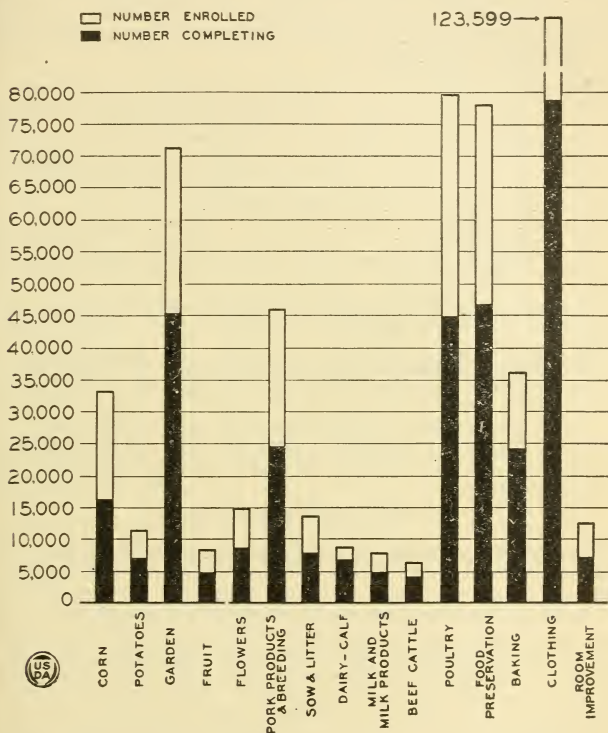


FIG. 3.—The number of club members enrolled and number completing the work in the leading farm and home club activities during 1922.

of the community and in arousing a general community consciousness and responsibility.

In some States, county and State federations have been organized, and in two sections of the country interstate club associations have also been formed. Leaders feel that through such organizations, farm boys and girls are gaining a broader conception of the farm and home work which they are doing in their respective communities. A fair idea of the value and trend of boys' and girls' club organiza-

tions may be obtained from the following statements by State club leaders:

Worthy results other than those usually common to an agricultural club demonstration were obtained in Merced County in a community named Dos Palos. Because of lagging interest in extension activities with the adults in that community, the calf club members decided to take matters in their own hands and make complete arrangements for their achievement day. They held a junior fair and a barbecue at noon with 1,200 people in attendance. The important part of the day's program was the judging of the club members' heifers and calves. As a result of the enthusiasm and interest aroused that day, the extension center began again to hold regular meetings and reorganized on a strong basis.—(California.)

Three years ago there were no community clubs organized in the State. At the present time there are 72. Through the organized community club the officers are trained in leadership and parliamentary practice. The members receive valuable training in speaking and in methods of conducting meetings. The organized club furnishes a means whereby half of the county agent's time is saved. It is also possible to furnish recreation and directed play through the community club, a thing in which South Carolina country boys have never had the opportunity of indulging.—(South Carolina.)

The accomplishments of the Federation of Junior Demonstrators might briefly be stated as follows:

(1) A connecting link between junior and senior extension work has been established, juniors being kept sufficiently interested to continue with senior work.

(2) Junior extension work within the county has been strengthened by the increased activities of those who were formerly closely associated with the work.

(3) Junior federation members are actually taking responsibilities heretofore assumed exclusively by the county club agent, such as assembling and putting up exhibits, and lending a hand wherever it is possible to extend junior extension work to others.

(4) Last but not least is the spirit, the feeling of cooperation, that is being established throughout New Jersey between club agents and junior demonstrators, and between junior and senior work. These results can not be set down on paper, but the future of extension work, both junior and senior, lies within them.—(New Jersey)

PRACTICES DEMONSTRATED.

During 1922, over 600,000 rural boys and girls joined forces with the farmers and farm women of their respective communities in demonstrating better farm and home practices. By means of such cooperative demonstration work, made possible through the unified community program, far-reaching results have been secured of direct benefit to the farm boys and girls participating, to their home farms, to other boys and girls of the community, and to the community as a whole.

As junior demonstrators, rural boys and girls follow with interest the farm and home practices recommended. When they see the convincing results obtained, they become converted to such practices which in turn are soon reduced to habit, thus equipping our rural young people for their future work as farmers and home makers. Moreover, the attitude of mind developed toward the work of the home, the farm, and the community fits rural young people to take their places as useful members of society in any environment. Junior extension dignifies farm and home work, transforming drudgery into interesting tasks. It provides for that satisfaction and confidence which come from doing one thing well. It gives a money return

sufficient to enable farm boys and girls to go to college or into business. It develops a sense of ownership and wholesome family pride essential to a stable and satisfying farm home life. It trains in leadership and cooperative effort. It quickens and satisfies the desire for service.

The benefits which come to club members are a direct cause of many other young people enrolling as junior demonstrators. Often, too, within a club the work of farm boys and girls longer in the system becomes an example to the younger, less experienced members. This is true especially in the better organized clubs where there is a frequent and well-directed interchange of ideas through field meetings, club tours, and other club activities. Moreover, the club members already enrolled are increasingly assuming the responsibility of enlisting other boys and girls in the work and of helping them in their efforts.

Through junior extension work, boys and girls are encouraged to become interested in assuming more responsibility in the work of the farm and home. It has been found that parents in turn become interested in the practices demonstrated with the result that gradually methods of farming and home making are improved and farm and home life made more satisfactory. Oftentimes the farm boy or girl is the key to the solution of problems affecting the home farm. Through the skill and ability of club members to demonstrate to others what they have learned, through their youthful enthusiasm for the work, and through their attractive, wholesome personalities, they are influencing others increasingly to work toward a finer farm life and in so doing are taking a responsible part in carrying out a well-organized extension program for rural advancement.

Through junior extension work, the attention of rural young people is focused upon the activities of the community as a whole, and their best efforts are enlisted. Community consciousness is aroused leading to the development of community responsibility and citizenship on the part of boys and girls as well as adults. Farm home life is made more comfortable and the social life of the community richer and more enjoyable. Home and farm practices of the community as a whole are improved and leadership developed in a large measure through such activities as club tours, exhibits at community, county, and State fairs, achievement days, and public demonstrations, where the public is made aware of the practices which young people are demonstrating in their homes and on their farms. In all, club members gave 26,221 public demonstrations with an attendance of 497,409, held 2,358 achievement meetings with an attendance of 204,086, and exhibited their products at thousands of community, county, and State fairs held throughout the country. In addition, much improvement of a general community nature, such as community rodent control and the beautification of public grounds, is being accomplished through boys' and girls' club work.

The results of boys' and girls' club work for the year 1922 exceeded those of any year since the war. A brief summary of the results for each of the important club demonstrations follows. This summary indicates in only a small measure the benefits of boys' and girls' club work to rural young people, to farm and farm home life, and to the rural community.

DEMONSTRATION RESULTS.

FOOD.

During 1922, increased interest was manifested in club demonstrations concerned with food selection, preparation, and preservation. This greater interest was due, in a large measure, to the more extensive use of the food and health-habits score cards on the part of both club boys and girls, followed in several States by health contests in which the members were scored on the basis of their physical fitness and the improvement made. This new development in club work has forcibly centered the attention of club members and their parents upon the importance of an adequate family diet and has given an impetus to the food-production work in gardening,



FIG. 4.—Demonstration teams are finding a large variety of food practices to present at public gatherings. The meal-serving demonstration is a comparatively recent addition.

dairying, and poultry. As a result, it is believed that much progress was made during 1922 in the further establishment of better food practices in the farm homes of our country.

Food-club demonstrations in general were marked, during 1922, by greater simplicity and unity in the activities undertaken with the emphasis placed on the accomplishment of definite goals set at the beginning of the year. Some idea of the importance of the food-club work may be secured from the accounts of the main demonstrations which follow (fig. 4).

Food preservation.—Since the beginning of boys' and girls' club work, food preservation has received major emphasis as a phase of the food extension program. During 1922, 78,084 club members were enrolled in food-preservation demonstrations, with 46,677 completing the work, as against 57,109 members enrolled in 1921 with 34,473 completing the work. Throughout the year in a large number of States emphasis was placed on food preservation or can-

ning budgets in order that a more adequate supply of fruits and vegetables for use during the nonproducing months might be secured. In several States the plan of having each club devote a meeting to the subject proved very successful, resulting in the planting of better-planned gardens and in the canning of a larger quantity of those fruits and vegetables most beneficial from the standpoint of health.

From the standpoint of economy, the canning of fruits, vegetables, and home-butchered meats was increasingly urged during 1922, because of the tightening of the dollar and the farmers' consequent need to rely more upon a home-grown food supply. Due to this financial stress, plus the desire to earn money for added home improvement or in order to go to college, the marketing of standard packs of fruits, vegetables, and meats in various attractive forms, not in competition with factory brands, was given increased attention in several sections of the country.

Reports for 1922 give many interesting accounts of food preservation work which are indicative of its effectiveness with young people. The State home demonstration agent of Mississippi writes:

At a recent community meeting, held on a delta plantation on the front porch of a tenant's house, seven women present said they could not have a garden, chickens, or a cow, because the plantation manager would not allow them space nor time to attend them. One little woman, also the wife of a tenant on the same plantation, stated that in August, in spite of the drought, she was selling vegetables daily at the county seat and had an abundance for her own family; that she had just sold enough ducks and chickens at one time to screen her house and buy herself a gingham dress; that she had a good-grade Jersey cow which gave plenty of milk and butter for her family, including two children. A storm of questions greeted her as to how she did it. She stated that she had no trouble getting the garden worked, as it was planted near the house at the end of the cotton rows. She said her husband had no trouble in getting the consent of the manager, and that he plowed and worked it just as he did the cotton. She stated that the plantation manager and owner gave ready consent for the chickens, and advanced money to buy the cow, with the understanding that they were to be properly quartered and looked after. Finally she said that she learned the value of these things and how to do them as a club girl in an adjoining hill county, where she joined the canning club 10 years ago at the age of 11. Her whole appearance was more wholesome than any other woman there.

The State club leader of Colorado in part says:

Many meat-canning demonstrations were given by canning clubs where the club leader and a group of club girls spent two or three days canning entire meat carcasses. The women of the community were invited and, in several instances, the work attracted county-wide attention. The visitors sometimes formed an audience, but more often found a part which they could take in the work. This work was particularly acceptable in the mountain counties where much meat is needed in the summer for the "cow camps" and "hayng crews." Those counties are generally so located that it is almost impossible to obtain fresh meat during the summer months.

According to the reports, thousands of club girls during 1922 assumed responsibility for the entire family canning, while many more assumed responsibility for a certain definite amount consistent with their age and experience. In all, club girls canned 1,065,236 quarts of fruits, 1,329,959 quarts of vegetables, 57,178 pounds of meat, 39,811 quarts of fruit macedoines, juices, and sirups, and 189,543 quarts of catsup, chutneys, pickles, relishes, and vinegar, in addition to 214,792 quarts of jellies, jams, and marmalades made,

21,095 quarts of fruits and vegetables brined, 77,836 pounds of fruits and vegetables dried, and 81,685 pounds of fruits and vegetables stored. Of this quantity, approximately 125,000 quarts of food products were sold. More than 5,000 canners, sealers, and other canning equipment were made or purchased which, in turn, considerably lessened the labor of the kitchen as well as that incident to canning.

Bread.—An appreciable increase was noted in all phases of the bread club work. Of the 35,947 farm boys and girls enrolled, 23,791 completed the work and reported that they had made 415,644 loaves of bread and used approximately 800,000 pounds of flour in the baking of quick breads and other food products. During 1922, much of the bread club work centered in the making of breads from flours containing part of the outer layers of the grain. Club members seemed to show increased interest in learning to make these breads and in demonstrating to others what they had learned. In some sections of the country the demonstrations in the making of yeast breads proved unusually successful, especially in those areas where liquid yeast is kept for weeks or even months at a time and where sour bread is common. It may be interesting to note that the most successful bread club work was observed in those States where the work is conducted on a contest basis. Bread judging contests proved particularly effective in stimulating and maintaining interest on the part of the young people enrolled as well as in encouraging higher standards of work. That the bread club work is meeting a real need in our rural communities is indicated by the following excerpts from State reports:

The value of the bread club work can not be estimated because the universal need for better bread throughout the State is most apparent. Plans are being made for more work along this line, with definite programs to be carried out in each county having home demonstration work. Janice Myler, of Dallas County, who was the State prize winner, reports that she has demonstrated and given individual help in bread making to 12 women of her community, and as a result, better bread is being made in these 12 homes. She also reported that had she not been so busy at home she would have taught this art to a greater number.—(Texas.)

Many communities show a decided increase in the use of homemade bread where the bread club work has been under way for some time. The Center Community is located so that the importation of flour is very expensive. The club leaders and club members have demonstrated the possibility of good bread made from the flour produced in the community. Three years of club work has resulted in about 36 families making their own bread where there were only two families baking their own bread in 1919.—(Colorado.)

Milk and milk products.—Greater use of milk and milk products was urged in rural communities by county extension agents. Club boys and girls played an effective rôle in making this phase of the extension program a success. In some sections of the country, emphasis continued to be placed on obtaining for each farm home a family cow. In thousands of instances where cows were obtained club boys and girls reported having assumed the entire responsibility for their care. Several States showed a decided trend toward having such cows tuberculin tested. A large number of club girls demonstrated in public the use of milk and milk products, and their importance in the family diet. Results indicate that this type of club work is doing much in rural communities toward encouraging the use of clean, whole milk free from disease.

During 1922, 5,667 family cows were kept by club members, while nearly 10,000 young people conducted long-time demonstrations in the use and care of milk and milk products. In addition, they sold thousands of pounds of high standard butter and cheese which they had made, together with approximately 25,000 gallons of cream and milk.

Hot lunches.—During 1922, nearly 6,000 young people were instrumental in introducing hot lunches into the schools of their respective rural communities. Of this number, 70.6 per cent reported having served 469,837 lunches, resulting in a keener appreciation of good food on the part of school boys and girls, parents and teachers, as well as in a marked improvement from the standpoint of their health and mental alertness.

That the trend is away from the organized hot lunch club as such, and toward the introduction of the hot lunch into the school as a community activity on the part of an organized food club group with some experience in the preparation of food, is indicated by the following extract from a State report:

Any food club may introduce hot lunches into a school. Each club doing so is required to prepare and serve a hot noon lunch to all members of the school who, in turn, keep health records. The adult organizations of the community usually furnish food supplies and assist with the weighing and measuring of the children. The canning of vegetables during the summer months and of root vegetables for soup mixtures during the fall months and of soup stock at the first butchering has done much to save time, labor, and fuel in the preparation of the hot lunch. In the Fairview School of Boulder County, the canning club of 23 members in the community last year served hot lunches to 87 pupils each noon throughout the winter months. The club members early in the year canned soup stock and soup mixture of sufficient quantity to serve twice a week.

Meal preparation.—Although the results of club demonstrations in meal preparation have not proved as successful as the other phases of the food club work during the past year, State leaders believe that definite progress has been made in the determination of satisfactory methods in the conduct of the work. Altogether 5,582 young people enrolled as demonstrators in this work, and 3,793 reported having improved their own food habits and having prepared 36,327 whole meals in addition to a large number of baked foods. As in former years, the work for the most part consisted in demonstrations in selection, preparation, and serving of wholesome food. The following is a list of some of the food demonstrations that were conducted by club boys and girls to meet home and community needs in various localities: Greater use of milk and milk products, greater use of fruits and vegetables, greater use of cereals containing bran, more varied use of canned fruits and vegetables, more varied use of seasonal foods, greater use of labor-saving devices, such as the fireless cooker, pressure cooker, bread-mixer, and iceless refrigerator, improved planning and preparation of meals, improved table service.

In addition to the results obtained by the boys and girls enrolled as demonstrators, very satisfactory results were often accomplished at State and county club camps, round-ups, and other club events where food is served to club members. Advantage was taken of such occasions to emphasize the importance of food in maintaining the health of the individual. In many cases the boys and girls in attendance were examined and physical defects called to their at-

tention, with the result that they usually took more interest in eating the foods recommended as most beneficial in the development of strong, healthy bodies.

During 1922, several interesting developments in methods of conducting food demonstration work were noted. The State club leader of Vermont reports that many food clubs require members beginning work to first keep the food-habits score card for a week. These in turn are analyzed and a program is formulated, based on the food habits which need emphasizing as indicated by the score card analysis.

The State club leader of New Jersey reports that the work at present centers around the planning and preparation of three good meals for each day. At the club meetings the separate dishes are prepared which go to make up a meal. At the close of certain periods of the work an entire meal is cooked and served by the club members to their parents who are invited to attend and note the character of the work which is being conducted. After the breakfast, dinner, and supper demonstrations are completed by the club members, other phases of food club work, such as baking, are undertaken.

The State club leader of Maine reports that the food club work has increased every year but one since its beginning in 1917. The club plan appeals to both the mother and the daughter. The girls not only learn to prepare and serve meals, but actually do a fair share of the housework consistent with their age and ability. In this way mothers feel repaid for the inconvenience caused by their daughters' inexperience in the kitchen when beginning the work.

In another State the club leader reports that much time is given to meal planning and serving. Each food club member is required to cook and serve two dishes of food for the entire family each week of the club year.

Many interesting stories can be told of the value which these meal preparation clubs have been in large numbers of farm homes. The following story from the report of the State club leader of Connecticut is indicative:

The food club girls of Chester, Middlesex County, are coming to be recognized in their community as a source of information to others. People often telephone to the girls asking them for information on various matters pertaining to food. The grange has requested demonstrations at different times; the board of education has asked them to serve supper at one of their school meetings; and in other ways the community is showing respect for their knowledge. In Woodbridge, Conn., the food club has been a combination food, canning, and clothing club. The work is beginning to develop on a commercial basis. Two of the girls in particular have decided to earn their way through college and at present are making doughnuts. They started this work through their local fair, and now have regular orders which they fill every Saturday. The Branford Club is among foreign-born boys and girls entirely, and they report many changes in their home habits as a result of the work which they have done in their clubs.

CLOTHING.

For the first time in the history of boys' and girls' club work, the number of demonstrators enrolled in the clothing clubs exceeded the number enrolled in any other club activity. The popularity of this phase of club work is far greater than that anticipated by State or county extension agents engaged in its conduct. During 1922, there were enrolled as clothing club demonstrators 123,599 farm club girls.

Of this number, 78,616 successfully completed the work and reported having made 298,585 garments and 183,282 household articles.

The value of the clothing club work to farm girls, to their mothers, and to rural community life can not be overestimated (fig. 5). It has become a potent factor in establishing that satisfaction and self-confidence which comes from being properly dressed and in breaking down those social barriers that often arise from differences in dress and care of clothing. It has proved invaluable also in reducing clothing expenses of club members and their families.

The excerpts from State reports which follow give a fair idea of the development of the clothing club work. The State club leader of Vermont in part says:

The clothing club programs have varied considerably, depending upon the needs of the farm girls of the different communities. In some programs the emphasis has been placed upon the demonstration of a girl's complete wardrobe,



FIG. 5.—There is a place for healthy competition in all club work. These Arkansas teams of club girls, who competed in the final State clothing contest, represent their respective districts where they won out previously over other county teams.

in others, on the making of appropriate seasonal hats, on the care, repair, and remodeling of clothing, or on an appropriate school or summer costume. In each demonstration special attention is given to clothing selection in regard to durability, suitability, and cost of garments. Much attention has been given to the judging of garments as a means of raising standards. For next year more intensive work on these phases is planned. In addition a few clubs will undertake programs based on the keeping of a clothing budget.

The State home demonstration agents of Arkansas and Texas report that the clothing contests have proved very successful during the past two years in reaching the objectives of the clothing club program. The judges score the complete costume of the club girl considering the dress and all of the accessories in relation to each other and to the individual as she wears them. In Arkansas, the contest is open to all club girls who have completed at least two years of work

as members of home demonstration clubs. The garments and articles submitted include (1) cotton school dress, shoes, hose, and hat, (2) nightgown, envelope chemise, princess slip or petticoat, and corset cover, (3) budget showing cost, time, and value.

Other State leaders report as follows:

The clothing club teams gave demonstrations in the relation of clothing to health, in altering patterns, remodeling garments, making a dress, dyeing, clothing accessories, shoes, and caring for clothing. The so-called "fashion shows" were very popular at community exhibits, and at county fairs. They are usually given in the form of little plays and were used to display clothing suitable for certain occasions or to display the dresses the girls had made. Many hundreds of women and girls other than club members received much direct benefit from these practical clothing demonstrations of the club girls.

When a mother of one of the clothing club girls was approached by the county club agent seeking permission to enroll a brother in a group of junior poultrymen, he was told, "Yes, indeed, if the poultry club can do half as much for Edward as the clothing club has for Helen, I am more than willing."

GENERAL HOME IMPROVEMENT.

Each year the club activities relating to general home improvement have broadened in scope and developed greater interest on the part of club girls. It is felt that through such activities as those centered in the improvement of the girl's room, in giving her mother a vacation, in caring for a younger brother or sister, or in beautifying the home surroundings, many of the important home practices may be reduced to habit and the proper attitude of mind toward the work of the home developed. Moreover, club leaders feel, in the light of their present accumulated experience, that the fact can not be emphasized too strongly that no member of the farm family is so powerful a factor in bringing about home improvement as the farm girl during those few years in her later teens before she marries and leaves the farmstead. It is believed that if county extension agents can work with the farm girl during this period of development and satisfy her desires for home improvement, immediate as well as permanent results in the establishment of improved home practices may be obtained which otherwise might require years of effort on the part of the agent.

Room improvement.—Splendid progress during 1922 was noted throughout the country in room-improvement work. In this club demonstration, centered usually in the girl's own room, club girls learned and in turn demonstrated to others how to plan a simple, attractive room; how to eliminate undesirable furnishings; how to select and rearrange furnishings; how to make the best use of what they already have; how to spend money wisely for new furnishings and the essentials of a well-organized, orderly room. It is believed that such work is developing a truer appreciation of values, thereby helping to raise the standard of living and increase the general pleasure and comfort of all members of the farm family.

During 1922, there were enrolled 12,348 farm girls, of whom 6,948 reported that they had improved 8,249 rooms. In addition to this number several thousand girls in the clothing clubs made complete sets of furnishings for their bedrooms, including curtains, bedspreads, sheets, pillowcases, quilts, and rugs, as well as furnishings for other parts of the home. The number of such furnishings in the

aggregate totaled 183,282. The following extracts from the annual reports are indicative of what is being done in this phase of club work.

The State home demonstration agent of Florida writes:

Through the making of artistic furnishings for the bedroom, we are teaching the principles of sewing. This is one phase of the work; another is the renovation of the furniture where that is desirable, and, where furnishings are meager, the making of furniture such as window seats and dressing tables from boxes. Such work gives an excellent reason for a visit to the home, where the agent can study with the girl the arrangement of the furniture, the pictures on the walls, and other phases of the room improvement work, helping the club girl accordingly. When the canning season comes, the girls often take charge of the home pantry and agree to put into it not less than 50 containers of fruits and vegetables. Many of these same girls are also planting ornamental shrubs about the yard. It has been easy to carry them from interior to exterior home beautification. You can readily see how this program of work, centered in the home, continues to grow.

The part which local club leaders play in this type of work is indicated in the State club leader's report for Maine:

The Brewer Club is the oldest, largest, and most progressive. Their leader, Mrs. Eastman, is especially interested in the work and is willing to spend a great deal of her time working with the girls. The club had an excellent exhibit at the Eastern Maine Fair, showing a club girl's room after the improvements were made. This exhibit attracted much attention and helped to interest prospective local leaders and farm girls in this demonstration. The club, besides making articles for the room, has accomplished considerable in decorating the rooms and refinishing furniture. The home demonstration agent helped the girls to draw the plans for their rooms and to refinish the furniture.

Other home-making club work.—Reports for 1922 show that many club girls throughout the country have done considerable demonstration work in connection with some of the newly developed phases of the home-making club work. The Massachusetts assistant State club leader gives an interesting account of the big sisters' clubs as developed in that State, part of which follows:

Each group has been quite faithful in caring for the children who are either their younger brothers or sisters. This work includes bathing the child cared for, dressing, putting to bed, preparing food and entertaining, with some especially supervised care during illness as the occasion warrants. The members have kept their records very carefully this year. Two of these girls have each a paralyzed child in the family. The special care of these children has been counted. The girls have made toys, layettes, and clothing for older children, which are to be used as a window display and a demonstration on their achievement day. The achievement day takes the form of a Christmas party for the children of the "big sisters." The program consists of simple demonstrations by the club members, games with the children, and a Christmas tree for all. The decorations on this tree are made entirely by the club members.

The State club leader of Washington reports that the plan of having club girls give their mothers a vacation is bringing excellent results. She also reports the following:

Reports show that 90 per cent of club members in the clubs adopting the mothers' vacation goal completed the work in September. Club secretaries were asked to have the members write a letter to the county agents telling about their experiences. Some very interesting letters were received. One of the most significant is the following: "I have been making all of the bread this summer as my special home duty. By doing this I have become more skilled in making bread and have relieved mother of a duty she dislikes. Aside from this I gave her a two weeks' vacation from all duties. She left

for Seattle August 1, and returned home the 17th, just in time for our Mothers' Day entertainment. I tried to have the house in better condition than before she left it. I enjoyed my work very much this summer and I am sure she enjoyed the vacation."

Reports from other States indicate that much interesting work was done in connection with demonstrations concerned with beautifying the home surroundings, through the addition or rearrangement of shrubs, the planting of trees, seeding lawns, or bordering walks with flowers and grasses. By developing the talent of recognizing what is beautiful in commonplace things, the club girl has been able to transform the most drab of country homes into a place which is a source of pride to her family and to her community. By means of careful planning and trips to near-by woods to secure suitable shrubs and flowers many club girls have been enabled to beautify their home and community surroundings with comparatively little effort and expense.

CROPS.

The community extension program has been effective in focusing the attention of farm boys and girls upon the crop conditions of their respective communities and in enlisting their effort in such needed demonstrations as seed selection, treatment of seed for disease, crop cultivation, seed storage, marketing, and similar work. The results of this demonstration work with young people has been one of the chief means of increasing crop yields, decreasing the cost of production, and introducing more productive crops in many sections of the country.

Corn.—Membership in the corn clubs showed a considerable increase during 1922, especially in some of the Western States. The number of corn club demonstrators enrolled totaled 33,130, with 16,340 completing the work. In all, 22,956 acres of corn were cultivated and 1,035,973 bushels of corn were grown, valued at \$766,148. The major demonstrations, as in former years, were for the most part in seed selection, seed storing, seed testing, and cultivation. In some States club members have advanced to the point of demonstrating the ear-to-row breeding of corn to improve the corn and increase the yield on their own farms and those of their neighbors. The following extract from the Iowa State report gives a fair idea of the trend of the corn work during 1922:

In Jasper County, Iowa, the yields of the six 10-acre fields of the club boys averaged 82½ bushels per acre. Yields were also taken from six average fields in the community, planted with untested seed, and these averaged 39½ bushels per acre. The average yield of 73 acres harvested by as many members in Iowa was 92 bushels per acre, or just double the average yield of Iowa for 1922.

The corn club requirements for the State of Colorado indicate the expansion and development of this phase of crop work:

First period.—Plant and care for 1 acre of corn, using registered seed. Keep some seed pure and eligible to registry. Keep complete records of cost and labor. Select seed for next year's work and for sale and exhibit.

Second period.—Plant and care for 2 acres, using registered seed of own raising. Select seed for following year and for ear-to-row test plots. Keep accurate records on cost and labor.

Third period.—Plan a 20-ear ear-to-row test plot under direction of leader. Plant 5 acres of corn for seed and feed, using registered seed of club member's own raising. Keep accurate records, year's cost of producing corn, and results of 20-ear test plot.

Fourth period.—Plant a seed plot, using the seed from results obtained in the ear-to-row test; this plot to produce seed for future use in improving the field seed used. Care for 5 acres of registered seed planted from field-selection seed. Keep accurate records on cost and labor.

Potatoes.—The status of potato club demonstration work in 1922 remained practically the same as that of 1921. Reports show that 11,282 club demonstrators were enrolled, of whom 6,963 reported that they had cultivated 2,569 acres with a total yield of 302,099 bushels. Particularly high quality work in potato growing was reported from Michigan and New Hampshire. The demonstrations for the year featured standard varieties of seed, treatment of seed for disease, thorough spraying, hill selection, proper use of fertilizers, and grading for market. The following excerpts from State reports are indicative of the type of work being conducted:

First-year potato club demonstrators are required to do all the work, except plowing and similar heavy work, necessary for the growing of 100 hills of potatoes, together with the keeping of a financial record on the form provided. The best hills are selected at digging time and saved for seed. Those enrolled for this work the second year must plant at least 100 hills by the tuber-unit method. Certified seed is used so far as is possible. Second and third-year potato club demonstrators are required to do all the work necessary for the growing of the specified area of potatoes and the keeping of a financial record on the form provided. Certified seed is used, if possible, and care taken to grow a crop free from disease, testing the seed, wherever adequate supervision can be provided. Second-year workers may use seed of their own selection for the main crop, but must plant 100 hills of purchased certified seed by the tuber-unit method to provide seed for the following year's crop.—(New York.)

Particularly good results were obtained in Lava Community, where many farmers are going into the certified-seed production, as a result of the potato-club demonstration work. However, the greatest result of the club work is the fact that many more farmers have realized that they must plant pure seed of good quality to insure good crops.—(Idaho.)

A unique plan has been tried out of having the business men supply the potato-club demonstrators with seed. At digging time each potato-club member repays his sponsor in potatoes for his family use. The majority of these clubs have been entertained at a banquet by the business men and the club round-up is held in connection therewith. Entertainment features are provided and each business man sits beside the club member whom he has sponsored. This provides an opportunity for better acquaintance and mutual understanding. We have had many inquiries regarding this method of work. Since the work has been so successful in a few counties during the last year, we anticipate a great increase in this type of cooperative enterprise in 1923.—(Pennsylvania.)

Gardens.—Very satisfactory results were obtained from the garden-club demonstrations in helping to solve problems in disease and insect control in variety and strain adaptation, and in marketing. Of the 71,168 garden-club demonstrators enrolled, 45,366 completed the work and reported that they had grown \$471,013 worth of vegetables from a total of 2,321 acres. In addition, 14,728 club girls were enrolled as demonstrators in the growing of flowers with 8,573 completing the work. During 1922, several tendencies were noted in the work. In a number of States, gardens were planned according to a vegetable budget based upon the dietary needs of the family. This budget was usually worked out in connection with the food preservation budget now under way in many States. The use of a vegetable budget seems to be stimulating interest in garden work and is accentuating its importance in supplying foods necessary for a well-balanced family diet. In the Great Plains area young people

were urged to raise vegetables especially adapted to that area. Because of the lateness of the season and the limited rainfall, only a comparatively small number of vegetable crops can be raised to advantage. In those sections of the country having a mild winter season the value of winter gardens was increasingly emphasized. More than 10,000 such gardens were reported by club demonstrators.

During 1922, the growing of flowers proved to be a very satisfactory demonstration not only in helping to beautify the home surroundings but in adding to the family income. Club girls sold, in all, more than \$2,000 worth of roses, chrysanthemums, dahlias, pansies, and other flowers which they had grown. The following account from the report of a home demonstration agent in Oklahoma is indicative of the results that may be gained through work with flowers:

The garden show has a big influence in the whole county. There are families that would not have one bit of color or brightness about them if it were not for the flowers that the children try to raise for the show. In fact, the girl who tied for sweepstakes comes from a family that because of poverty and ignorance is almost a county problem. Working for the show has become the biggest interest of the whole family. The ugly little front yard held flowers of every kind on the premium list, and to keep the chickens out the mother herself drove stakes between the pickets. It is the only thing I have ever been able to get them to do, for suggestions as to health, cleanliness, as well as other things, are promptly rejected.

In some sections of the country, club demonstrators, through the garden work, have been instrumental in introducing many new varieties into localities especially adapted for the growing of such garden produce. This phase of the work has been particularly successful in the South where new crops such as New Zealand spinach, chayotes, and dasheens have been introduced. During the last year some very satisfactory results have been reported in the raising of pimientos. The outstanding club story, in this connection, is that of Lois Calloway of Georgia. Her story follows:

In the spring of 1921, the home demonstration agent of Spalding County gave about one teaspoon of Spanish pimiento seed to each of six of her canning club girls. Each one planted her seed in boxes according to directions, but due to drought, chickens, and other things, only one girl, Lois Calloway, persisted and succeeded. Conditions were not at all favorable, as the plants could not be put into the fields until June 25 when the first rain occurred since early in May. The weather was extremely hot and only 172 plants lived. From these plants Lois sold \$15 worth of pimientos and saved $4\frac{1}{2}$ pounds of seed. On March 8, 1922, Lois's father began preparations for a hotbed in which to plant these seeds. He dug a pit 7 by 70 feet by 2 feet deep into which he hauled 7 tons of stable manure and 7 loads of oak leaves. The leaves were placed in the bottom, then the manure, and lastly a thick layer of soil raked up in the woods. This wood dirt was sifted out so a nice seed bed was made. On March 14, 3 pounds of seed were planted in rows 4 inches apart. The cover for the bed was made by sewing together "jute sacks." The costs, including rent, fertilization, and cultivation amounted to \$218.50. The sale of 17,440 small plants totaled \$34.85. The remaining plants yielded 35,388 pounds of pimientos. These were cored and the seed saved before selling at the factory. The crop, exclusive of seed, was sold for \$707.76. Fifty pounds of the seed saved were, in turn, sold for \$3 per pound, making the total gross return \$892.61.

Fruit.—During 1922, 8,197 boys and girls conducted demonstrations in orchard, grove, vineyard, and small fruit work. Of this number 4,859 reported having grown fruit valued at \$61,961. In many sections of the country a growing interest in the possibilities of demonstration work in fruits through boys' and girls' clubs was

manifested by State agents and fruit specialists. Especially was this true in the Northeastern and Central States. Some outstanding demonstrations by young people were conducted in several of these States during 1922. In Illinois, nearly 800 boys and girls were enrolled in strawberry clubs alone and nearly 250,000 strawberry plants were used, an average of about 300 for each member. As a result of the home orchard demonstrations in many of the Southern States, thousands of acres of peaches, apples, and pears are being planted. In this type of fruit demonstration work the club girls of the South have played a conspicuous part. In 1922, there were enrolled as orchard and grove demonstrators, 2,824 club girls, of whom 1,681 completed the work. The following table gives an idea of the type and extent of this phase of fruit work with club girls, as reported by 15 Southern States for 1922:

Fruit club demonstrations in 15 Southern States, 1922.

Fruit demonstrated.	Number of demonstrations.	Fruit demonstrated.	Number of demonstrations.
Apples.....	863	Nut trees.....	719
Peaches.....	1,393	Trees other than nut.....	689
Pears.....	809	Combinations of fruits.....	644
Citrus fruits.....	297		

In the vineyard and small fruit demonstrations, the club girls of the South have done equally interesting work. In all, there were enrolled 5,373 club demonstrators, of whom 3,178 completed the work. Their report for 1922 follows:

Vineyard and small-fruit club demonstrations in 15 Southern States, 1922.

Fruit demonstrated.	Number of demonstrations.	Fruit demonstrated.	Number of demonstrations.
Muscadine grapes.....	1,180	Blackberries.....	2,086
Other grapes.....	1,834	Raspberries.....	237
Strawberries.....	1,386		

Other crop clubs.—Splendid demonstration results in crop work were secured with cotton, grain sorghums, and peanuts. Cotton club demonstrators totaled 4,116, of whom 1,879 reported that they had grown 3,387 acres of cotton with a yield of 2,693,977 pounds, valued at \$136,956. Club demonstrators in grain sorghum totaled 3,153, of whom 1,203 reported that they had grown 1,517 acres with a yield of 42,352 bushels, valued at \$34,733. Club demonstrators in peanut cultivation totaled 4,564, of whom 2,085 reported that they had grown 1,821 acres with a yield of 46,617 bushels, with a total crop value of \$60,986.

In addition, farm young people during 1922 conducted demonstrations in wheat, oats, peas, soybeans, velvet beans, sweet potatoes, and sugar beets, as well as other crop work depending upon the local farming condition and needs. In such crop work 11,906 club demonstrators were enrolled of whom 5,277 reported that they had produced crops valued at \$199,924. It should be noted that this large range in crop production is indicative of the increasing flexibility

of program-making common to club work. As a result, young people are taking a live interest in their own communities and are conducting demonstrations along with the adult farmers in those activities of most concern to the community.

LIVESTOCK.

Considerable gains were noted in the major lines of livestock club work with the exception of the cow and calf and sheep work. These gains were due in part to the better economic conditions in the livestock industry and also to the impetus given the livestock club work by breeders, bankers, and business men who have manifested particular interest in such work. These men have loaned money, offered substantial prizes for quality work, and supported the work generally. In addition, livestock club work is helping materially to solve the problems of farming communities, due largely to increased community program making by the people themselves based on careful analysis of rural community conditions.

The judging work also has given impetus to livestock club work resulting in greater interest and effort on the part of adults as well as the farm boys and girls participating. In July, 1922, the champion livestock judging team of Maryland, after winning the national championship at the Chicago International Livestock Exposition, won the gold cup for the junior international livestock judging championship in London, England.

During 1922, reports show that the demonstrations conducted are becoming larger in scope and that farm boys and girls participating are thinking increasingly in terms of herds and family flocks. Reports also indicate that, although the introduction of better stock is still the conspicuous demonstration, the more complex demonstrations, such as feeding and management, are gaining a large place in livestock club work. It is believed that these phases of year-round demonstration work were considerably reenforced during 1922 by club tours to modern stock farms, by public team demonstration work, by exhibits at community, county, and State fairs, and by better methods of conducting and supervising the work.

Dairy.—During 1922, 18,730 farm boys and girls conducted dairy club demonstrations. Of this number 12,539 completed the work and reported having managed or raised 13,937 dairy animals. The valuation of the animals raised together with the dairy products marketed totaled approximately \$1,000,000 (fig. 6).

Reports show a steady growth in the dairy-calf and heifer clubs and a decided gain in the home dairy work of the South, centered in the family cow. In the dairy-calf clubs 8,778 demonstrators were enrolled, of whom 6,433 reported that they had managed successfully 6,509 calves. Approximately 5,000 of these calves were purebred. In the heifer clubs, 1,024 club demonstrators were enrolled, of whom 676 reported that they had managed 805 heifers. Approximately 600 of these were purebred; in addition over 600 club members reported having used purebred sires. The value of the calves dropped totaled approximately \$8,000. In the home dairy work conducted by club girls in the Southern States, 7,885 demonstrators were enrolled, of whom 4,859 reported having cared for 5,667 family cows. Most of the dairy products were consumed at home, but sales to the amount of \$8,457 were made.

The dairy-club demonstrations conducted throughout the country vary considerably, depending upon the problems of the areas involved. In some sections, the introduction of purebred stock has been retarded due to the prevalence of tuberculosis-infected herds, the cattle tick, or poor economic conditions. However, reports show that boys' and girls' club work is having its effect in helping to solve these problems and to make way for the purebred or high-grade dairy herd. The club judging contests, use of records kept, community exhibits, and club tours to high-class dairy farms have contributed, in a large measure, toward combating the ignorance and inexperience of farmers in relation to their dairy problems. In areas where an insufficient number of milk cows is kept to supply the family needs of milk, cream, and butter, demonstrations by club

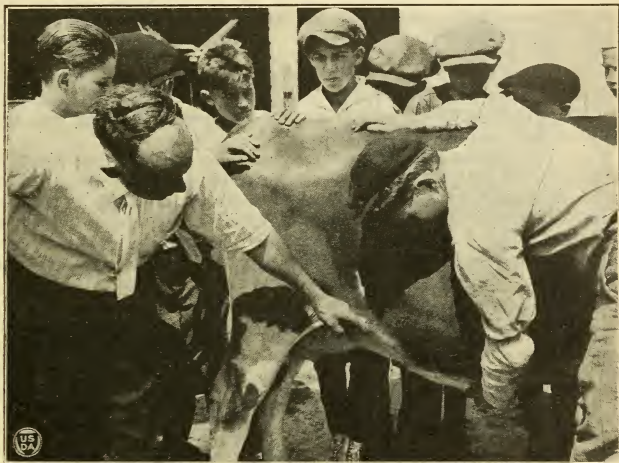


FIG. 6.—What is good type in dairy animals? This is the first question dairy-club members must answer, and these club members are finding the answer.

members have been effectual in calling attention to the necessity of milk in the diet of children especially, and to the reduction in food costs through the use of milk. As a result, a large number of milk cows have been placed on farms that had none before.

In centers offering market facilities for cream, the making of farm butter by club girls has been discouraged, but in areas less developed from a dairy standpoint, club girls have conducted successful demonstrations in raising the standard for homemade butter, thereby increasing its market value. The making of cheese and the importance of sanitation in handling milk have been stressed in some sections of the country. (See milk and milk products, p. 10.) A few extracts from State club reports regarding dairy-club work follow:

Robert Cooke, a lad of 14 in Montgomery County, is the owner of a Jersey cow, 3 years old, that won the championship of the State on her production record. She has been on official test and produced as high as 51 pounds of milk

a day. The test was completed at 3 years and 1 month and she produced 560 pounds of butterfat and 11,816 pounds of milk in one year. At that time, this was the record for a 3-year old Jersey cow in the State. Robert did his own feeding and milking and weighed the milk every day.—(Tennessee.)

The dairy-calf clubs increased 100 per cent in number of clubs organized as well as in enrollment. They were backed by purebred breeders and by various bankers' associations. In two counties the calves were shipped in from another State and placed on farms where there never had been any dairy animals. In one county alone 41 calves were shipped in and placed on as many farms. Clubs were organized in eight different counties. In one county, seven clubs were organized, taking in almost every community.—(Nebraska.)

Through the dairy-calf club work a considerable number of scrub bulls have been eliminated and a large number of good sires placed on farms in the State. In addition, through the influence of club work, nearly 60 herds of dairy animals have been tuberculin-tested during the past year, involving nearly 1,000 head of cattle. In one section in Middlesex County covering an area of some 35 or 40 square miles, every animal producing milk has been tuberculin-tested and is under State and Federal supervision. Interest in the testing of cows for milk production has also been stimulated through club work.—(New Jersey.)

Beef.—During 1922 a steady gain was noted in the number of baby-beef club demonstrations conducted. In all, 5,628 club demonstrators were enrolled, of whom 3,931 reported having managed 5,065 animals valued at \$522,366.

The club demonstrations emphasized the selection of right individuals, use of purebred sires in improving stock, use of silage as an economic winter feed, proper housing, and use of concentrates. Reports show that in several sections of the country during 1922 the breeding phase of the baby-beef demonstration took precedence over the fattening phase. The accounts of the beef-club work which follow indicate its trend and value:

The baby-beef club work is having a very noticeable effect in improving the quality of the feeding animals of many counties. In one county the livestock has been improved greatly during the past few years, due to a great extent to the club work with young people. In another county a county club agent reports that as a result of club work nine farms have begun using purebred sires. The outstanding feature of the club exhibits at the State fair was the baby-beef classes, in which 382 animals were entered. This was said to be the largest showing of its kind ever held, and the quality was excellent. Practically all the calves were sold at auction at the close of the fair at an average of 11.3 cents per pound, which was a good figure in comparison with market values at that time.—(Iowa.)

The work of Frank Hankins is a good example of what can be done by careful attention to livestock. Three years ago Frank purchased, with the aid of the Idaho State Bank, a registered shorthorn cow. He had to sign the note himself. He has been continually adding to his herd, and to-day he owns 11 head of exceptionally fine cattle. It cost him \$388 to carry on this work during 1922. His profit amounted to \$1,848.—(Idaho.)

Swine.—In all, 59,687 farm boys and girls were enrolled during 1922 as pig-club demonstrators. Of this number, 32,399 successfully completed the work and reported having raised or managed 95,136 animals. The principal demonstrations conducted included the raising of purebred stock, pasturage with grain, use of protein supplements, proper housing and fencing, and the home killing and curing of pork. Club demonstrators fattened 17,185 pigs for market, raised 26,259 pigs for breeding purposes, and managed over 6,000 sows. In addition, the club girls of the South cured 4,626 pounds of pork and made 2,931 pounds of sausage. Reports show a growing tendency toward starting young people in pig-club work with a purebred gilt instead of a weanling pig, and impressing upon them

the advantage of profitable pork production rather than putting emphasis on the possibility of large profits from sales of purebreds. Several States are encouraging cooperative effort by providing for carlot shipments from the counties. The reports for 1922 give excellent accounts of the swine club demonstrations as conducted throughout the United States. The following are typical:

With regard to the ability of pig-club demonstrators to spread the influence of good practices in swine management, the following data taken from the final report is submitted: "Club demonstrators influenced 241 people in the raising of purebred stock, 24 in providing pasture to supplement grain, 1 in use of protein supplements, and 14 in remodeling hog houses. They also gave instruction to 33 in the care of brood sows, and informed 2 how to cure meat at home.

The club demonstrations of the 30 boys enrolled caused a revolution in pork production throughout the entire county. As a result of these demonstrations 11 farmers bought 31 purebred sows, 9 farmers bought 9 purebred boars, and 9 farmers carried on demonstrations in improved methods of feeding according to directions of the county club agent.

Alfred Stronk started three years ago with one registered gilt. This year (1922) he raised a herd of 33, and the value of his herd on November 1, including the animals he had sold, was \$1,175. Since submitting his report he has made several good sales, and the profits on this year's business will equal, if not exceed, those of last year. This year his sow, "Pathfinder's Queen, 3d." was senior grand champion at the county fair in competition with the breeders of that section of North Carolina.

Sheep.—The number of farm boys and girls enrolled as demonstrators in sheep club work totaled 1,842, of whom 1,107 reported having raised 6,340 sheep. Demonstrations conducted were the same as those in former years, the emphasis, for the most part, being placed on the use of purebred rams, culling flocks before breeding season, winter care and management, improved housing and equipment, and the use of forage. A few demonstrations, as in 1921, were conducted in grading wool for market. A Western State club leader, in an irrigated section, writes that sheep club demonstrations are being encouraged there, inasmuch as there are a great many waste corners, ditch banks, and patches of pasture on irrigated farms where sheep can be kept at a nominal cost and therefore make a good return to the owner.

The Indiana State club leader summarizes the year's work as follows:

In the lamb feeding work, 14 different clubs were organized. The 94 members who were enrolled fed 282 lambs, worth at the end of the demonstration \$11,608, and made a profit of \$3,243. These clubs were started in 14 counties, in two sections of the State. The exhibits of lambs were made at the State fair and the Kendallville fair. A few pens were also exhibited at Hometown. This concentration of clubs in the two sections has given an impetus that promises well for next year.

The Wyoming State club leader writes:

There were only three sheep clubs organized in the State this year although there were some scattering members. There are opportunities for a great many clubs in the State, and several counties have placed such work on their programs for 1923. It is noticeable that the two former State champions in the sheep club work have gone in for purebreds. The 1921 champion now has 27 purebreds. The 1922 champion, after her return from the Chicago International Livestock Exposition last fall, sold her 65 grades and bought 13 purebreds. The Big Horn club is the only purebred sheep club in the State. They all have purebred ewes and one of the members, Joe Parker, was sent to the Chicago International as the 1923 champion of the State. This year, every member of the Big Horn club is sleeping on a blanket made from wool from his own sheep.

Poultry.—A large increase was noted in all phases of the poultry club work conducted during 1922. The number of farm boys and girls enrolled as demonstrators totaled 79,573, of whom 44,675 reported that they had raised or managed 942,156 birds involving close to \$1,500,000 in poultry and poultry products. In addition, 1,367,977 dozens of eggs were produced, nearly 10,000 flocks culled, more than 10,000 dozens of eggs preserved in water glass, more than 10,000 dozens of eggs sold cooperatively, more than 8,000 turkeys, ducks, guineas, and geese raised, more than 5,000 poultry houses built and nearly as many remodeled, as well as the making of a large number of self-feeders, egg carriers, and other equipment common to the poultry industry.

Throughout the country, an effort was made during 1922 to enlarge the poultry demonstrations to a point where they will be considered real demonstrations from the beginning with increased responsibility added as conditions warrant. In addition, an increased effort was made, especially in the South, to create more interest in standard-bred poultry on the part of farm boys and girls with very satisfactory results. A fair idea of the type of the poultry club demonstrations being conducted in many sections of the country may be gained from the following excerpts from State agents' reports:

Seventeen counties have carried on successful poultry club demonstrations. The project holds great undeveloped possibilities, both as a commercial project and an economical source of food on a large or small farm. The practices most commonly demonstrated are culling, introduction of better stock, feeding for eggs, early hatching, preservation, housing, eradication of lice, and caponizing. One club member from Whatcom County reported more than \$2,000 labor return.—(Washington.)

The results of the poultry club demonstrations were very good, and the demonstration teams gave some excellent public demonstrations. One team of three members from the Gilbert Poultry Club gave a public demonstration in culling. As a result of this demonstration, they were asked by the owners of four large poultry farms to cull their hens. The boys did this satisfactorily. One flock of 60 hens was culled to 31 hens without reducing the egg production. Another flock of 700 was culled to 300 by the boys, and this owner reported that he was well satisfied as he was getting nearly as many eggs from the flock of 300 as he had been getting previously from the 700. Other owners reported the culling of this team to be a success in every way.—(Oregon.)

MEASURING THE EFFECTIVENESS OF EXTENSION METHODS.

The manner of conducting extension work with boys and girls in its early stages was simple. The purpose was to give them practical information and training in the use of that information. The number enrolled was small, permitting extension agents to perform all follow-up work through a few personal visits. The interests of the young people determined the enterprise to be undertaken. Exhibits consisted of the products of the members and were used only as a means of creating interest in club work. The prize and the contest were depended upon largely as a means of holding this interest.

With the increased number of members, came the necessity of dealing with them in groups. The advent of the club group was followed by club meetings, field tours, club exhibits, and, especially important, local leadership. Training conferences for local leaders followed logically. With the added purpose of immediately improving farm and home practices through the work of the boys and

girls, it became necessary to insure that the enterprises undertaken should be for the economic good of the community as a whole. Demonstration teams were devised to spread the knowledge gained by the members. Judging teams were used to develop and establish ideals for livestock, crops, and products of the home. Rather than depend on the contest and large cash prizes to maintain the work, it became clear that good teaching methods should be depended on mainly in gaining that end. Exhibiting expanded from the community and county to State and interstate fairs. Short courses at the college and county camps afforded recreation and a means of instruction. Achievement day programs came into use as a suitable conclusion to the year's work.

Thus extension work with young people has become complex. A narrative of what methods seemed to be most effective in 1922 can be simplified by considering them under the four main steps of the county extension job:

- (1) Determining the problems to be attacked.
- (2) Planning demonstrations that will show a remedy.
- (3) Carrying out the demonstrations.
- (4) Establishing on a majority of the farms the practices demonstrated.

DETERMINING THE PROBLEMS.

Every county has apparent problems. The unapparent, while perhaps of equal or greater importance, sometimes remain untouched. It requires only elementary understanding to find something that will interest boys and girls. It is not difficult to find something worth while to the community for them to undertake. But to know the relative importance of problems, to know their probable influence on farm life as a whole, immediately as well as in the future, to find the shortest route to a permanent solution—these require keen observation, the use of all available information, and a comprehensive analysis of it.

This is what extension agents have been undertaking to do recently. That there is small place for hobbies, that types of agriculture are shifting continually, that farming and living on farms will continue long after an extension agent passes on, are facts that are being appreciated as never before. County programs reflect less of the agent's personality and more of the true condition of rural life. They change less and less with changes of agents, who are building programs that meet the test of time (fig. 7).

To find the vital weaknesses in rural communities during the past year, extension agents made wide use of statistical data, observed conditions with a special purpose, and collected information in their daily field work. They compared 1920 acreages of various crops in their counties and the number of stock on farms with the same factors of previous years to determine if the local agriculture was swinging from wheat farming to livestock farming, from grazing to feeding, or from cotton raising to diversified farming, from diversified farming to specialization in fruit raising, truck gardening, or poultry raising. To get at home conditions, they attempted to determine if tenantry is increasing, how much of the living is produced on the farm, and how much cash is expended for living. County agricultural agents, boys' and girls' club agents, and home demonstration

agents, in making these studies, were usually guided by the State subject-matter specialists, who gave intensive study to the major state-wide problems. Boys and girls, instead of engaging in enterprises that while interesting were often of small economic value to the community, now confine their efforts to the problems which careful study shows to be fundamental. Thus the educational value to the young people, as well as the economic value of club work to the neighborhood, is increased.

This tendency to give intensive study to conditions is shown by State annual reports. Extracts from the Idaho and Ohio reports are quoted here:

In developing programs of work in Bannock County, the field agent first considered the needs of the communities. After making careful study of out-



FIG. 7.—Club members make their first start in community-program development when they make out together their program for the club year.

standing problems, a skeleton program for the county was outlined. This formed the basis for organization. The club agent then met local committees in 15 communities.—(Idaho.)

Owing to the fact that more attention was given to the study of the actual needs of the communities and the natural trend of agriculture in the respective counties, the pig club demonstrations are diminishing in the eastern half of the State while increasing in the western half.—(Ohio.)

In a county in a mid-western State, the swine valuation is about \$2,000,000. Most of the farmers have been successful breeders or feeders for years. Purebred hogs are almost the rule. Pig-club work has been conducted there for five years. The extension agent has been assuming that if the pig club work had an economic purpose, it was to improve the quality of the hogs of the county. But careful study disclosed the fact that better hogs was an unimportant problem, and that the most important problem was finding and using

cheap protein feeds. Boys' and girls' pig clubs were organized this year not to introduce better hogs but to show that the feeding of whole soybeans, which are widely grown in the county, is more economical as a supplementary feed than tankage alone.

Because potatoes are widely grown in the county it no longer follows that a potato club is organized. Such organization is warranted in the minds of the agents only if there is special need for introducing better varieties, for grading, or for treating seed. Thus, it will be seen that the tendency to conduct club work around special problems of major importance has made it highly purposeful and of first importance to the immediate welfare of farming and home making of the community as well as to the farm boys and girls participating.

PLANNING THE DEMONSTRATION.

FACTORS INVOLVED.

Once the problems are found, what shall be the design of the demonstration that will bring a remedy or partial remedy? Extension agents have found that it must be simple, usually involving a single practice; that it may be but one step in a long-time program; that the enterprise must be large enough to convince people of the result; and that there should be enough demonstrations in a given enterprise to bring about the desired effect in a reasonably short time.

An extension agent who wished to increase dairying in a county that has few dairy animals found these four major problems: Prejudice against dairying, lack of legume hay, inadequate market, and poor shelter. He might have conducted demonstrations to overcome the prejudice of farmers toward dairying, to show the effect of good legume hay on milk flow, to organize for a cream station or other outlet for the products, or to show that proper shelter pays. It seemed logical (1) that a long-time program should be outlined. (2) that the step for the first year in the program should be to overcome prejudice. (3) that the best way to overcome such prejudice was to put animals in the hands of boys and girls who would have no strong prejudices and whose likes and dislikes could be shaped. (4) that these boys and girls would show that dairying is a profitable enterprise. (5) that these animals should be good grade heifers already bred, and (6) that the boys and girls should be selected from the standpoint of available equipment and dairy feeds on the home farms and upon their personal qualifications as demonstrators. The favorable returns and the regularity of income would be a means to interest boys and girls, who, in turn, would interest their parents and neighbors and thereby bring about improved community conditions.

EFFECTIVENESS OF SIMPLE DEMONSTRATIONS.

Formerly the theory was that the members of a club demonstrated the value of all practices involved in pork production, food production, or poultry raising. Accumulated experience now shows the unsoundness of such a theory from the standpoint of the people who may be influenced by the demonstration as well as from the standpoint of the ones who carry out the enterprises. To show in one

corn demonstration the value of 2-12-2 fertilizer, shallow cultivation, and field-selected seed usually fails to change prevailing habits. The most effective extension work of past years, from the standpoint of rapid spread, has been through the simple demonstration. The most elementary form is to be found in the introduction of better stock or seed. For example, compare a demonstration in culling poultry with a certified flock demonstration, or a demonstration in making yeast breads as compared to one in food preparation, or a demonstration in use of the self-feeder as against one in hog management. Comparison of results obtained in each of these examples seems to point to the effectiveness of the simple demonstration.

More junior work in clothing was conducted in 1922 than in any other line, and the influence of proper wearing apparel on the part of club girls was outstanding. Still, it is probable that the number of persons influenced to change their methods was less than in some other lines of home-making club work, because of the complexity of practices involved in many clothing demonstrations.

Agents are careful to show the influence of a particular practice on the final result of the enterprise, and to consider that each season's demonstration may be but a step toward improving the whole enterprise. Under such a plan, boys and girls secure complete information and training for the entire job, but for the purpose of affecting methods in the community, they center attention on one phase. A large majority of the community programs providing for the participation of boys and girls single out a specific practice for the demonstration.

SIZE OF ENTERPRISE.

Size of enterprise helps to determine how convincing the demonstration is. From three sittings of eggs, the club member is fortunate if he matures 8 or 10 good pullets, which is not enough to handle economically. Neither do the practices employed by the member impress the farm people who have 100 fowls or more. A steady increase in the size of enterprise engaged in by boys and girls is taking place. The raising of litters of pigs rather than a single pig is much more common than formerly (fig. 8). The one-eighth of an acre of potatoes has been increased often to an acre and sometimes to 5 acres. States where 10 loaves of bread were required of the member now expect 10 or 15 family bakings. The following table shows the difference in the prevailing size of enterprise in two counties. Other factors being equal, one would expect that in county A, the results of junior demonstrations in farming and home making would be accepted more readily than in county B.

Difference in prevailing size of enterprise in two counties.

Counties.	Acres of corn.	Acres of potatoes.	Eggs set.	Quarts canned.	Loaves of bread baked.
A	4	1.0	72	163	126
B	1	.1	27	16	17

NUMBER OF DEMONSTRATIONS.

How many demonstrations of a practice will be required to establish the practice in a county within a reasonable length of time? Extension agents are finding it easier to increase some practices than others. Probably club work with livestock has been more effective in proving the value of well-bred animals than any other phase of livestock work. On the other hand, feeding practices seem to be difficult to change. Other factors being equal, the more difficult it is to fix a new practice, the larger the number of demonstrations required. It is almost a principle that volume in demonstrations accelerates a change in practice. It is hard to believe that five or six dairy club members scattered over a county, even though involving the most modern practices, will wield a great influence with the 2,000 or 3,000 farms in the county. Marked progress nationally has been made in 1922 in this matter of increased volume of demonstrations with boys and girls. As shown elsewhere in this circular, the total number of completed demonstrations increased from 304,293 in 1921, to 358,090 in 1922 in about the same number of counties. In one group of States, the average number of boys' and girls' potato demonstrations completed per community amounted to 7; in corn, 8; in poultry, 6; in bread, 10; in canning, 7. Thus, in planning demonstration work, extension agents weigh carefully the number of demonstrations required to bring about the desired change within a reasonable length of time.

With the tendency to have adults and boys and girls concentrate, where practicable, on the same problems as well as on fewer problems, the number of demonstrations for each line of work in the county is increasing.

RELATED FACTORS AFFECTING RAPIDITY OF SPREAD.

When many simple demonstrations have been conducted, and the neighbors continue unchanged in their habit, extension agents are likely to seek for reasons. Oftentimes they find that some factor related to the practice advocated and previously overlooked is the hindrance. Changes that involve an outlay of cash are generally limited, according to the means of the people. When tankage or other supplementary feeds are high priced, a pig club which shows economy in feeding tankage has less influence than when such feeds are low priced. Where land is very productive and has a high valuation it is more difficult to increase the area of pastures. Such economic influences were taken into account in agents' plans more during 1922 than heretofore.

CHARTING AND USING TENTATIVE PLANS.

Many extension agents, after analyzing the past year's work and replanning the demonstrations for the new year, apply their plans, community by community, in chart form. Such a chart serves as a guide in organizing the work in each community and makes possible a clear vision of the entire job. The details of such charts vary considerably, but the one following is typical.

Tentative county plan of work.

Enterprise.	Bridgeport.		Albion.		Mound Fort.		La Salle.		County totals.	
	Adults.	Boys and girls.	Adults.	Boys and girls.	Adults.	Boys and girls.	Adults.	Boys and girls.	Adults.	Boys and girls.
<i>Dairying.</i> Value of animals \$1,177. 797. Average production per cow, 423 gallons.	(1) Increase production through pure-bred heifers. (2) 6 co-operators.	(1) Increase production through pure-bred heifers. (2) 8 demonstrations.	(1) Increase production through bull circles. (2) 9 co-operators.	(1) Increase production through pure-bred heifers. (2) 11 demonstrations.	(1) Increase production through bull circles. (2) 2 co-operators.	(1) Increase production through pure-bred heifers. (2) 5 demonstrations.	(1) Increase production through bull circles. (2) 2 co-operators.	(1) Increase production through pure-bred heifers. (2) 5 demonstrations.	(1) 9 communities. (2) 54 co-operators.	(1) 10 communities. (2) 61 demonstrations.
<i>Swine.</i> Value \$303, 257.	(1) Reduce feed costs by using home mixture. (2) 9 demonstrations.	(1) Reduce cost by legume pasture. (2) 5 demonstrations.	(1) Reduce feed costs by using home mixture. (2) 10 demonstrations.	(1) Reduce cost by legume pasture. (2) 6 demonstrations.	(1) Reduce feed costs by using home mixture. (2) 10 demonstrations.	(1) Reduce cost by legume pasture. (2) 6 demonstrations.	(1) Reduce feed costs by using home mixture. (2) 10 demonstrations.	(1) Reduce cost by legume pasture. (2) 6 demonstrations.	(1) 8 communities. (2) 47 demonstrations.	(1) 8 communities. (2) 48 demonstrations.
<i>Poultry.</i> Value \$205, 093. Average number of eggs per hen, 78.	(1) Improve flocks by buying day-old chicks. (2) 24 demonstrations.	(1) Improve flocks by getting day-old chicks. (2) 11 demonstrations.	(1) Increase production by getting day-old chicks. (2) 5 demonstrations.	(1) Increase production by getting day-old chicks. (2) 5 demonstrations.	(1) Increase production by getting day-old chicks. (2) 5 demonstrations.	(1) Increase production by getting day-old chicks. (2) 5 demonstrations.	(1) Increase production by getting day-old chicks. (2) 5 demonstrations.	(1) Increase production by getting day-old chicks. (2) 5 demonstrations.	(1) 11 communities. (2) 38 demonstrations.	(1) 6 communities. (2) 36 demonstrations.
<i>Soil improvement.</i> Five per cent improved land in legumes.	(1) Grow sweet clover. (2) 5 demonstrations.	(1) Grow sweet clover. (2) 3 demonstrations.	(1) Grow sweet clover. (2) 3 demonstrations.	(1) Grow sweet clover. (2) 4 demonstrations.	(1) Grow sweet clover. (2) 4 demonstrations.	(1) Grow sweet clover. (2) 4 demonstrations.	(1) Grow sweet clover. (2) 4 demonstrations.	(1) Grow sweet clover. (2) 4 demonstrations.	(1) 13 communities. (2) 45 demonstrations.	(1) 13 communities. (2) 45 demonstrations.
<i>Corn.</i> 22, 486 acres. All cereals, 73, 672 acres.	(1) Increase yield by using smooth-type seed.	(1) Increase yield by using smooth-type seed.	(1) Increase yield by using smooth-type seed.	(1) Increase yield by using smooth-type seed.	(1) Increase yield by using smooth-type seed.	(1) Increase yield by using smooth-type seed.	(1) Increase yield by using smooth-type seed.	(1) Increase yield by using smooth-type seed.	(1) 4 communities.	(1) 6 communities.

<i>Food preservation.</i>	(2) 3 demon- strations.	(2) 6 demon- strations.	(2) 11 demon- strations.	(2) 39 demon- strations.
Average cash receipts per farm, \$64. Six square rods per garden.	(1) Reduce cash expenditures and food costs by meat preservation. (2) 7 demon- strations.	(1) Reduce cash expenditures and insure proper diet by canning. (2) 9 demon- strations.	(1) Reduce cash expenditures and insure proper diet by canning. (2) 9 demon- strations.	(1) 8 communi- ties. (2) 63 demon- strations.
<i>Clothing.</i>				
Average cash receipts per farm, \$64.	(1) Reduce cash expenditures and improve clothing selection through making and remodeling garments. (2) 10 demon- strations.	(1) Reduce cash expenditures and improve clothing selection through making and remodeling clothing. (2) 12 demon- strations.	(1) Reduce cash expenditures and improve clothing selection through planning summer wardrobe, construction and repair of clothing. (2) 8 demon- strations.	(1) 4 communi- ties. (2) 48 demon- strations.
				(1) 9 communi- ties. (2) 71 demon- strations.

¹ Plans for only 4 of the 16 communities in the county are shown.

The following are a few of the points brought out in the chart:

- (1) The proposed county program is confined to seven major lines.
- (2) In each community the demonstrations are confined to a single practice in each line of work.
- (3) In each line most of the communities attempt to establish the same practice, thus making possible county-wide concentration on the same thing.
- (4) Boys and girls and adults in each community unite in the solution of the same problem, sometimes taking up two of its angles.
- (5) The volume of work in each line is such that each practice should be established within a reasonably short time. In dairying, the total of 115 adults and boys and girls carry on dairy activities;



FIG. 8.—The swine-feeding demonstration conducted by a club member in Woodbury County, Iowa, was convincing to neighbors because it involved a score and more of hogs all belonging to him.

in swine, 95; in poultry, 74; in corn, 50; in soil improvement, 45; in food preservation, 118; in clothing, 119.

It is to be noted that the statistical data in the left-hand column under the name of each line of work bear directly upon the county-wide problems to be solved and are a part of the information used to get at the problems.

DEVELOPING COMMUNITY PROGRAMS.

Formerly extension agents often decided on the problems to be attacked without consulting the people of the county in a systematic way. With the introduction of community extension programs the pendulum swung to the other extreme, and committees of the people determined the program, usually without sufficient study to insure its being of fundamental importance. Recently, agents have been taking

middle ground. Having in mind his tentative program which may reflect features of the State program, the extension agent guides the people of the community in deciding what they should undertake. The results of his study are usually presented to them for verification or revision, so that the program finally adopted represents the best thought of the State specialists, the agent, and the people jointly.

Adoption of community programs by some such method stimulates the people to think of their problems jointly; it secures their support for extension effort, places responsibility on the people as local leaders, insures that the program comes out of the best thought of all agencies interested, insures that all members of the family will unite on a community program, and accustoms boys and girls to the idea of giving service and trains them to think in terms of the community. The program below is typical of those to be found in thousands of communities:

Community program of work.

[Township program, February 5, 1923.]

Activity.	Problem.	Remedy.	Goal (number of demonstrations).	Leader.
Corn.....	Poor seed.....	Introduce smooth varieties.	30 adults.....	Will Best.
Hogs.....	High cost of grains..	Grow and use soy- beans.	2 adults, 10 juniors..	M. R. Schuster, Roy Sloan.
Poultry.....	Low winter produc- tion.	Early hatching (be- fore Apr. 1).	11 juniors.....	C. Lane.
Feeding the family.	Lack of vegetables in diet.	Grow larger gardens. Introduce canning budget.	8 adults, 10 juniors..	Mrs. Fred Simpson.
Clothing the family.	Expensive hats, in- ability to make garments.	Make own hats; give clothing instruc- tions.	Hats for 10 adults, garments for 10 juniors.	Mrs. Wade McFar- land.

In the development of programs such as the foregoing, it is desirable that there be a clear conception of the objectives of boys' and girls' club work, and that the goals set and the leaders appointed appeal to the best interests of the young people who are to contribute their share toward community improvement in farming and home making.

Following the adoption of community programs that include work with young people, the latter usually meet with their leaders to discuss their particular plans for carrying out the work.

CARRYING OUT THE DEMONSTRATION.

LEADERSHIP.

In order to insure a volume of demonstration work that will have a material effect, and in order that the people may assume some of the responsibility of such work, a system of volunteer leadership has been developed in most counties. In 1922, 32 States reported that 13,346 men and women served as local leaders, an average of 16 club members to each leader. The problem of securing these leaders has been given even more attention the past year than heretofore. Extension agents have found that appointment does not make leaders

of men and women. Finding leaders or those who have the latent qualities of leadership requires continual year-round search and systematic training after finding them. The Delaware report says:

The local leader should be a person who is *of* the community and not just *in* the community. The year 1922 has been the most successful in local leadership, 128 leaders having been secured for 131 club groups as compared with 54 local leaders for 95 club groups in 1921. The clubs are taking an active part in finding leaders. There are now 12 older club members serving as local leaders, and this is the most satisfactory solution of the problem.

Although leaders may be formally appointed at the beginning of the year, agents measure the qualities of prospects long before that time arrives. The appointment of leaders is handled in several ways: (1) By the extension agent; (2) by the community committee; (3) by the club organization, if maintained several years; (4) by the man or woman who initiates the work.

QUALITY OF LOCAL LEADERSHIP.

In communities where there is lack of pride or indifference to improvement, and where no club work has been conducted, it is usually difficult to secure leaders. In such communities the school-teacher is often the only one sufficiently interested in education and improvement to accept the responsibility. Thus, in the early stages a large proportion of local leaders were school-teachers. However, as extension work has gained momentum, many farmers, business men, farm women, and often former club members have become eager to serve their communities and at the same time get valuable experience. Sometimes cooperation has been secured through their interest in livestock or crops, or the home, and sometimes through their interest in boys and girls. Whichever it is, they eventually see the double purpose of training boys and girls and of improving the farm and home life of the community. This enlistment of leaders who live in the communities year after year and who are especially experienced in the agricultural or home enterprise conducted has resulted in steady improvement in the quality of local leadership. A summary of reports from those States reporting shows that about one-fourth of the leaders were teachers and most of the remaining three-fourths were farm people.

One State report says:

Local leadership has been largely made up of men and women who are living upon farms in the community. A small percentage of leaders has come from other professions, such as school-teachers, bankers, and preachers. This year a large number of former club members are serving as local leaders. One county reports 16 former club members so engaged.

In selecting local leaders, agents keep in mind that the first requirement is the interest of the person in the young people and the demonstration to be carried on; for, in developing junior work in the communities, it is very generally conceded that it is developed for a twofold purpose: (1) To give the boys and girls an opportunity to show improved practices and better methods. (2) to give an opportunity for the training of the boys and girls along educational lines and for leadership.

Training conferences for local leaders have increased the past year nearly 100 per cent. The nature of these formerly was a mixture of details of club management and subject matter. The counties that are more advanced in leadership training are now conducting at least two types of conferences for leaders, one confer-

ence in organization, immediately following the appointment of leaders, or at the beginning of the club year, the other conference a few weeks later when the leaders gain an idea of their responsibilities and the particular subject matter in connection with the demonstration to be conducted.

At the first conference, leaders of all projects come together. If the number of leaders in each community or township warrants it, a conference is held in each, but in most sections they are county wide. One day of intensive training in the management of a club is given, and a local leader's program of work is developed. The following represents a common type of program developed in such a conference:

County corn-club program.

[Minnehaha County, S. Dak.]

Object: To standardize varieties—one variety in each community.

Work to be done.	Local leader will—	Agents will—	Specialists will—	Time.
Enrolling.....	Secure remainder of members.	.....	.....	March.
Organizing.....	Call meeting.....	Explain work of club.....	.....	} Mar. 31.
Electing officers.....	.....	.....	.....
Developing program of year's meetings.	Guide discussion....	Help get program.....	.....
Determining variety and locating seed.	Call meeting of members and fathers.	Suggest varieties....	Assist in finding suitable seed. Inspect samples.	
Meetings.....	Attend all meetings.	Attend as many meetings as possible.	.....
Visit members.....	When required.....	Twice.....	.....	August.
Tour.....	Work out schedule and arrange for cars.	Assist in conducting tour.	.....
County exhibits....	Encourage members to exhibit.	Arrange places.....	.....	September.
Records.....	Help select exhibit....	Award prizes.....	.....
	Remind and help members keep records.	Check over and report to State office.	.....	When called for.
Getting results to others: (1) Team demonstrations. (2) Newspapers.	Help plan demonstrations. Conduct demonstrations.	Assist in planning demonstrations and giving publicity.	Prepare suggested outline for team demonstration.	Summer months.

The State club leader of Maine reports concerning leadership training as follows:

Twenty-five leaders' conferences were held with a total attendance of 203. These involved discussion of programs of work, judging and demonstration teams, explanation of record and report forms, and keeping interest of members. Plans were usually made for achievement day meetings, exhibits, and other county-wide features.

The forward step taken in several States in 1922 consisted in centering subject-matter conferences around the particular practice being demonstrated by the club members throughout the county. In one county where the corn clubs were attempting to show that yields may be increased by using smooth-type seed, the local leaders were shown how to select the proper type. Other phases of corn production were also discussed, but the main thing was smooth-type seed. Thus, leaders become fairly well prepared to guarantee that their clubs will put over the simple demonstration called for in the county program.

In all meetings with leaders, extension workers try first to stimulate interest in the job. This is often accomplished by having each leader report progress at the opening of the session. Others secure this interest by relating stories of good that come to the community and to boys and girls.

State extension specialists are encouraging these leaders' conferences because it offers them the opportunity to reach a larger number of demonstrators indirectly in a minimum amount of time, and to build up the work more permanently.

The first attempts at conducting leaders' conferences are often in connection with club camps or county short courses for club members where leaders are also in attendance. But as interest grows the leaders' conference becomes an event distinct in itself.

USE OF LOCAL LEADERS.

Formerly county extension agents carried the entire burdens of supervising the work of boys and girls. Such a method, while probably affording more expert supervision and more accurate information, necessarily limited the number of boys' and girls' demonstrations. Under such a system the people of the county were often inclined to view extension work as something the county agent wanted to do rather than something they wanted done or were doing. It became evident also that the extension agent must continue to carry the full responsibility in years to come because he was preparing no others to share in the work. Therefore he began enlisting the help of individuals. He contented himself in the beginning with whatever small service the leader was willing to give. With this as a starting point, he gradually built up the interests of these so-called leaders and as it increased, gave them additional responsibilities. The amount of service given by the local club leaders has thus increased from year to year, until at present a large number of the leaders handle all local details, and a total of 10,174 leaders carried their work through to completion.

It is becoming a common practice for club agents and other extension agents to go with the local leaders to members' plots or to club meetings and show them how to assist members in maintaining the record or how the judging team should be selected. Thus the agent's visit results in training the local leader to perform similar tasks, and his effort is multiplied many times. More attention is being given to the amount of work to be expected from leaders. Instead of expecting all to perform the full task, the agent determines how much ought to be expected from each. Interest, capability, and available time of the leader are limiting factors. Giving a job to a person does not change him suddenly to a leader except in name. Leadership is a thing to be nourished and gradually developed. The most successful club work is conducted by those extension agents who are able to size up the latent qualities and undeveloped ability of possible leaders of young people, and then to bring out those characteristics by giving them opportunity for development.

ORGANIZING THE CLUB.

Carrying out a system of boys' and girls' demonstrations necessitates bringing them together occasionally as a means of concerting

their effort, bringing about an exchange of ideas, developing their social instincts, and maintaining the members' interest. Boys and girls instinctively form groups; and they accomplish most by group action. Failure to recognize this principle has oftentimes resulted in failure.

Formerly State leaders and county extension agents organized most of the clubs, but this process has become so well standardized that local leaders or the members themselves do much of it. There are two types of club organizations, the one including all members of a community and involving several lines of demonstration work, the other including the members of a single project. In some counties the clubs of the latter type have been federated, still maintaining the project unit. Both types lead to community-wide organization. It is essential, however, that the number of lines of work in a community be restricted so that the numbers in each line will be sufficient to maintain interest and impress the community with the work done.

The one recent development in organizing clubs is to center the interest of the members on the same practice. This is being accomplished by setting a goal. To hatch 800 chicks before April 1, to plant 6 acres of seed potatoes treated with corrosive sublimate, to can 300 quarts of meat, are examples of goals that are being widely adopted by young people at their organization meetings.

The State of Arkansas is giving special attention to self-management of clubs. Of 373 clubs in the State, 130 secured their own membership, 160 collected the members' record books, 98 elected their officers without assistance from extension agents.

In most States a standard has been set toward which club groups strive. While these standards vary from State to State, yet there is a decided similarity. These standard requirements usually involve the following points:

(1) A minimum membership, varying from 5 to 10, organized with officers.

(2) A minimum number of club meetings for the year, usually six.

(3) A local leader or sponsor to guide the work.

(4) A program of meetings over a period of six months or more.

(5) Exhibition of products.

(6) A demonstration or judging team.

(7) A certain per cent (60 to 80) of the members completing the demonstration work.

In addition, some States suggest that the clubs bear a share of the county expense of educational trips and prizes. Such standards have proved an excellent means of improving the quality of the work which in turn has been further improved by a gradual raising of requirements. Approximately 45 per cent of the clubs in 1922 reached the standard set by their respective States.

FOLLOW-UP WORK WITH MEMBERS.

Follow-up work with members is of two general types: (1) Personal visits to members' demonstrations and (2) visiting members at their club meetings. These are the forms of contact that extension agents have come to regard as the important means for insuring

high quality in the individual's demonstration work. Long ago they learned that the place to visit the club members is out in the corn field to discuss their corn problems, or in the barn to determine the condition of the baby beef, or in the kitchen to show how the vegetables may be canned. Parlor visits have proved inadequate. However, with the increase in numbers of boys and girls per agent, it has become impossible in a large number of counties for the worker to give this individual attention many times a year. In counties having from 200 to 400 members, the members usually receive one, and not more than two, visits from the extension agent, the remaining visits being made by the local leader. Even club agents who devote their entire time to boys and girls limit the number of visits to individuals. On the other hand, extension workers depend largely on meeting with the club groups at their regular meetings as a means of checking up the work being conducted and guiding its future activities. Since the meetings are carefully scheduled, it is possible in this



FIG. 9.—Annual convention of agricultural club winners held at University Farm, Davis, Calif.

way for an extension agent to reach all the boys and girls attending meetings within a few days' time. Thus county supervision of boys' and girls' club work, where there are local leaders or club officers to gather members together, has become simplified and has permitted the expansion that has taken place. In 1922, there was an average of about 11 clubs per agent. These clubs held an average of one meeting a month, which goes to show that each agent was able to give reasonably good supervision by attending 40 to 50 club meetings during the year. However, club work can never be entirely successful without a certain amount of visiting of discouraged or delinquent members.

CAMPS AND SHORT COURSES.

Secondary methods of following up the work of the boys and girls consist in holding camps, short courses, and picnics. These events

serve not only as a means of giving practical information in agriculture and home economics to be used in the demonstrations, but also afford recreation that is lacking in country life. Extension work with boys and girls that does not include recreation and other health activities fails not only in demonstration work, but also in filling a void in the lives of most farm youths (fig. 9). The number of county camps is rapidly increasing. West Virginia, Kentucky, Montana, Alabama, Florida, Indiana, Tennessee, South Carolina, Ohio, and other States are encouraging this activity from the State office, and are systematizing its conduct. The following program was carried out in Daviess County, Ky., and is similar to that of the 23 other county camps in the State:

DAVIESS COUNTY CAMP, BROWNS VALLEY, KY. July 31 to August 4, 1922.

Garnett J. McKenney, Manager.

DAILY PROGRAM.

a. m.

6.00. Bugle	Alarm clock.
6.10. Flag raising	Star Spangled Banner.
6.30. Setting-up exercises	Morning swim.
7.00. Breakfast	Songs and yells

Group instruction.—8 to 10.55.

Four-H development	G. T. Anderson, G. N. Parrish.
Nature study	W. A. Powell.
Home club plans	G. J. McKenney, Mae Miller.
Health and first aid	County Board of Health.
Agriculture	E. E. Fish.
Home economics	Mrs. A. R. Jonas, Mae Miller.
11.00. Exercise with medicine ball.	
11.15. General assembly lecture—Tuesday, Wednesday, Thursday	T. R. Bryant.

p. m.

1.30. Leaders' conference.
1.45. Play and recreation.
4.30. Rest.
6.00. Supper.
7.30. Vesper service—Monday, Tuesday, Wednesday, Thursday.
8.00. Camp fire.
9.30. Retire.

Short courses held at the State college of agriculture or at two or three points in the State are another means of giving instruction to club members and acquainting them with dependable sources of information. Practically all the States are using this means to further develop leadership qualities already being evidenced by the boys and girls. Thus, approximately 7,500 young people were given training by the regular faculty members of the college and extension workers in 1922.

ESTABLISHING PRACTICES DEMONSTRATED.

In the beginning of extension work, it was assumed that once demonstrations were carried out successfully, the practice would become automatically established on the various farms and in the various homes of the community. The general conception was that the

extension job was finished with the successful completion of the demonstration. It is now clear that an important step is lacking so long as the results of the demonstrations do not find a permanent place in the community. In some counties, thousands of demonstrations have been conducted over a period of years without reflecting particular changes in practice with the majority of farmers. For this reason specific emphasis was given to this fourth step during the past year, and extension agents sought all available means of carrying results of demonstrations to the neighboring farms.

TEAM DEMONSTRATIONS.

One of the most effective means yet found for accomplishing this spread is the team demonstration. The nature of the demonstrations



FIG. 10.—To see is to believe. The demonstrating team presents to the people of the community the practice its members have found profitable in their home enterprise.

presented by these teams to public gatherings has undergone marked improvement. A few years ago, such a team concerned with poultry work would attempt to show methods of setting the hen, feeding chicks, housing, culling, and use of equipment, all at one public demonstration. Gradually it has become clear that to impress the people who attend these demonstrations, it is necessary to simplify the material to the point where one or two phases only are discussed (fig. 10). As the members of the club have come to center attention on one particular practice in their enterprise as related above, the scope of the material presented by the team has accordingly narrowed. It is becoming more common for teams to demonstrate a practice at the time of year when such practice is pertinent to local farming or home making.

The table below tells part of the story of team demonstration in Kansas:

Team demonstrations in Kansas.

County and type of demonstration.	Number of times presented to public gatherings.	Attendance.
Leavenworth:		
Dress accessories.....	20	1,500
Care of clothing.....	2	
Canning of fruits and vegetables.....	1	200
Selection of clothing.....	1	
Cutting and making an apron.....	1	
Preparing and serving a simple meal.....	2	
Preparing and serving a lunch.....	1	
Meade:		
Preparing and serving a meal.....	1	125
Care of clothing.....	2	
Canning of vegetables.....	1	
Poultry caponizing.....	1	125
McPherson:		
Canning of meats and vegetables.....	1	200
Care of clothing.....	1	
Hot school lunch.....	1	
Smith: Canning of fruits and vegetables.....	2	150
Rice:		
Care of clothing.....	1	200
Preparing and serving an informal dinner.....	1	
Brown:		
Care of clothing.....	1	300
Canning of vegetables.....	1	
Preparing and serving a simple meal.....	3	
Poultry culling.....	4	100
Pratt:		
Food for the sick.....	1	100
Milk dishes.....	1	
Egg dishes.....	1	
Miami: How to buy clothing.....	2	150
Jefferson:		
Poultry caponizing.....	6	275
Canning.....	1	100
Cowley: Poultry culling.....	3	65
Kingman: Poultry culling.....	4	78
Rush: Poultry culling.....	3	61
Total for 12 counties.....	71	3,739.

A poultry demonstration team in Clay County, Nebr., gave their demonstration in four different counties, reaching thousands of farm people interested in increasing egg production. A team representing a sheep club, which was trained to grade and handle wool, gave demonstrations in a large number of communities, and a request came from a neighboring State to secure the services of this team in presenting the subject to farmers in that State.

Local leaders and county extension agents often see demonstration teams in action for the first time at county or State fairs. Their first impression is that it is a means of arousing interest in club work, because at such fairs demonstration teams showing various practices come together in a contest to determine which excels in the presentation of its subject. Such a limited view of the usefulness of the demonstration teams has done harm in some sections. For example, a few agents have trained teams with the single purpose in mind of winning honors, and the team may have given few or no demonstrations to gatherings of local farm people. When

boys and girls go in for such a purpose disappointment invariably follows. The contest between teams should be incidental to the main purpose of the work and is one of the many means of arousing the interest of the public in support of club work, as well as that of the boys and girls. Until 1920 it was quite generally accepted that there must be three members on a demonstration team. However, as the amount of work entailed in giving the demonstrations varies considerably, it has been found practicable to have two members in some cases, three in others, and occasionally four. In other words, the number of members of a team is now determined solely by the requirements of the demonstration.

In the beginning, State extension officers and the United States Department of Agriculture outlined plans to be followed by demonstration teams. Such help was then necessary, but the system has grown almost entirely away from such a scheme now. Local leaders are initiating their own plans and choosing their particular subjects so that a great variation exists in team demonstration work, which has encouraged local people to reason out the plan best adapted to the local conditions.

TOURS.

Until recently tours to see the nature or results of the demonstrations carried out by individual club members have been limited in attendance to the members themselves. In this way the boys and girls of a club have become familiar with the things their fellow members were doing and in turn were spurred on to greater effort. Recently, however, a new purpose has come into tours so far as boys and girls are concerned; namely, to familiarize all the farm people of a community or a county with the improved practices being demonstrated by young people. Sometimes these tours take in just club demonstrations, but more frequently they include demonstrations carried on by adults. Both adults and young people take part in automobile tours to visit demonstrations in progress. Sometimes such tours are conducted to demonstrations in a single line. That is, a tour for one day might take in nothing but potato demonstrations. Other tours are conducted which may involve all types of demonstration in a county or community. Tours are recognized as one of the important means of convincing people that the methods employed in these demonstrations are practicable on other farms. In Ada County, Idaho, one feature of such a tour consisted in demonstration teams giving their respective demonstrations at two or three of the homes visited along the route. In some counties in North Carolina agents used large trucks to carry the groups of members to visit such points of interest as the branch experiment stations, test farms, famous herds of dairy cattle, outstanding poultry farms, and herds of swine. In counties last year where club tours were conducted, the tour supplanted the encampment. There seems to be a distinct place for both types of tours; that is, those confined to club members only, and those for all of the farm people.

EXHIBITS.

Last year club members exhibited their products at 2,103 community and county fairs and at 29 State fairs. Almost from the beginning of the movement a feature of boys' and girls' club work has

been the exhibit of products resulting from the work of the members. Its essential feature in the early days was to arouse the interest of the public in club work as an educational movement. As the extension system has become more firmly grounded and channels defined, the necessity of popularizing club work in the minds of the people has lessened. The exhibit has come to take on a new meaning, namely, to visualize the methods used in producing or handling these products. In a community where the extension program calls for demonstrations to show the importance of keeping records of milk production and dairy feeds, the exhibit is often designed to visualize this fact. An exhibit consisting of two dairy cows of equally good type, one with a low production, one with high, with lettering to bring out the difference in production, and to tell the story of the results of the boys' and girls' demonstrations in this line, is the type often used to emphasize the practices employed. To impress the people attending the Iowa State fair with the importance of correct footwear, an exhibit was prepared consisting of girls walking on a platform using various types of correct and incorrect shoes and slippers. A listener-in would have heard spectators frequently say that it had never occurred to them that the heel of a shoe was of such importance to the schoolgirl or the grown-up.

An exhibit consisting of the mass of club members' products such as shelves of canned products, or walls covered with clothing, or huge tables covered with potatoes, are giving way to some extent to displays of the canned goods resulting from a member formulating a canning budget for the family, exhibits showing correct lines and color in outer garments, and to those showing, perhaps the difference between treated and untreated seed potatoes, with just enough printed explanation to attract the eye and to tell the story in each case. Mass exhibits of club members' products will continue to have a place, however, so long as it is desirable to compare and score the products of individuals in order to obtain a high standard of work.

PRESS.

County extension agents have always used local newspapers as a means of getting before the people interesting items concerning extension. These items were not always especially prepared to convince people of the worth of the methods in farming and home making which had been demonstrated, but rather to convince people of the worth of junior extension work as an educational movement. The tendency is to concentrate on this type of publicity, whether for newspapers, the extension news sheet, farm papers, or mimeographed material. So much importance is being attached to this means of getting word to the people that extension workers have used spare time in studying the elements of journalism in order to present matter available in convincing and attractive form. Newspaper reporters and editors of farm journals are to-day sensing the news value of such items more than ever.

PROPER USE OF MEANS.

It may be that the county extension agent will not employ all possible means mentioned in the foregoing discussion in spreading to the community as a whole those things demonstrated by the work of

the boys and girls. He is often confronted with the question, "Which of these can I best use?" His final choice is dependent entirely upon local conditions. A tour of a locality where roads are bad and automobiles scarce might be impracticable. If there has been no fair or exhibit locally in previous years, it might be more important psychologically to get farm people to bring in their products in order to secure their interest than it would to use the so-called educational type of exhibit outlined herein. A common problem in printed publicity often lies in the fact that the local newspaper does not reach a large percentage of the farm people, especially if a large city is near by.

Considering all the various problems that arise in determining what means shall be used, the principle still holds that extension work is successful in proportion to the extent that first, the community program singles out a specific purpose in each line of work; that adequate leadership is found and used; that the clubs are organized with the purpose of concentrating on this practice; that the team demonstration, the tour, the annual meeting, the exhibit, and publicity, when used, concentrate upon the few specific things being demonstrated.

STATE SUPERVISION.

In attempting to bring new methods into widespread use among extension agents, the job of the State club worker has gradually changed from one dealing with the boys and girls direct, to one of directing the activities of agents and showing them how to carry out these various activities. Perhaps no single factor in the extension work with boys and girls shows more marked improvement than State supervision.

Massachusetts has prepared the following outline showing the changed type of supervision:

Evolution in State supervision of boys' and girls' club work.

1912-1916	1916-17	1917-18	1918-19	1919
State office. Individuals.	State office. Clubs. Individuals.	State office. County club agents. Clubs. Individuals.	State office. County club agents. Local leaders. Clubs. Individuals.	State office. County club agents. District supervisors. Local leaders. Clubs. Individuals.

During the past year in a majority of the States, careful studies were made by the State workers to determine how their time in the field was distributed among the various activities undertaken, how it was distributed among the counties, whether counties having club agents received more or less help than counties having county agricultural agents and home demonstration agents, analyzing the supervisory problems to determine which were most significant and what stress should be given to counties having no extension agents. These studies furnish the basis for replanning supervisory activities of State leaders for the following year. In one State the time of State

leaders, as distributed among various activities in 1921 and their activities planned for 1922, is indicated below:

Percentage of time devoted to different phases of club work by State leaders in one State.

Activity.	Percentage.		Activity.	Percentage.	
	1921	1922		1921	1922
Preparing county plans of work.....	4	16	Short courses.....	9	8
Leaders' training conferences.....	4	18	Camps.....	12	10
Organizing clubs.....	16	12	Fairs and exhibits.....	14	10
Visiting members.....	9	5	Tours.....	12	10
Training demonstration teams.....	20	5	Achievement programs.....	12	8

A careful study of the functions of a State leader brought out the following conclusions in relation to the above plan:

(1) That the State worker's function in the county is to show or to explain to county extension agents those methods which his wider experience has found best rather than to perform the complete job himself. That is, instead of devoting one-fifth of his time to the training of demonstration teams, he might have devoted just enough time to show the agents, either at a conference or by training a single team in each county, the method to be followed.

(2) That probably the most important problem in the counties, and one therefore which should be given considerable time, consists in helping agents to analyze and replan the program of work so far as the boys and girls are concerned.

(3) That while camps, short courses, achievement programs, and exhibits have their places in the extension scheme, yet the fundamental job is the conduct of demonstrations carried out by boys and girls at their homes for the purpose of improving local conditions, and it should receive proportionate attention accordingly from State workers.

As a result of this study, under the new plan 16 per cent of the supervisor's time concerns planning the work, 48 per cent deals with carrying out demonstrations in follow-up work, and 36 per cent has to do with spreading the influence of results. The reason for giving so much time to the organization of clubs lay in the fact that the State leader desired to get into common usage the setting of club goals. While the plan as outlined above was not carried out in all its details, yet it served in an effective way as a guide throughout the year and improved the quality of supervision.

The calendar of work which follows indicates a popular form for use in planning the distribution of time by State workers and the approximate time of year for conducting each phase of the work.

Calendar of field work.

Leader.	Developing plans of work with club agents.		Organization and leadership.		Local leaders, training conferences.		County offices, records, and files.		County finances of new leaders.		Club meetings and visits to club members.		Training, demonstration, and judging teams.		Tours, fairs, publicity programs, picnics.		State and national conferences.	
	Month.	Days spent In work.	Month.	Days spent In work.	Month.	Days spent In work.	Month.	Days spent In work.	Month.	Days spent In work.	Month.	Days spent In work.	Month.	Days spent In work.	Month.	Days spent In work.	Month.	Days spent In work.
State club leader	December.	10	December.	5	April.	10	January.	5	March.	5	April.	5	June.	5	May.	10	February.	10
	January.	10	January.	10			February.	5	October.	20	May.	10	July.	5	June.	5	June.	10
	February.	10	February.	5							June.	10	August.	5	July.	5		
	March.	10	March.	10							July.	10	September.	10	August.	20		
Assistant State club leader.	December.	10	December.	5	January.	5			March.	10	September.	5	April.	5	May.	5		
	January.	10	January.	10	March.	10			April.	10	February.	10	May.	5	June.	5		
	February.	10	February.	5							May.	10	June.	5	July.	5		
			March.	5							June.	10	July.	5	August.	5		
State livestock-club leader.	December.	15	December.	10					April.	10	August.	5	September.	10	September.	20		
	January.	20	January.	5					May.	10	September.	5	October.	5	May.	5		
	February.	20	February.	5							March.	5	April.	5	June.	5		
			March.	10							April.	15	May.	5	July.	5		
Total			April.	15							May.	10	June.	5	August.	5		
											June.	10	July.	5	September.	15		
											July.	15	August.	10	October.	15		
		125		110		25		10		65		165		115		165		20

In not less than 27 States the State club workers assisted county extension agents in the analysis of the preceding year's work with boys and girls and in replanning that work for the next year.

Montana's annual report states it thus:

A special feature was to assist counties in developing a county plan of club work with the following objectives: (1) To make sure that the projects conducted by boys and girls were in the county program and that they were based on major problems, (2) to decide on the suitable phase of each project, (3) to know when, where, and how club work was to be done.

North Dakota's annual report says:

The State office, as a definite goal in its plan of work for the year, determined to assist each of the seven county club agents to develop a county plan of work. The carrying out of this goal was the outstanding accomplishment of the year. The narrative reports of the club agents show that these programs were followed in the county and that they had a decided effect upon the nature of the work performed.

The report from one State says:

The members of the State extension office, including club leaders, participated in developing community programs in the early part of the year. After the community programs were developed, the supervisors met local leaders of the various junior activities in 60 counties for the purpose of outlining with them a plan of procedure in conducting boys' and girls' demonstrations.

Studies of the distribution of various State club workers' field time point out that the amount of time expended in each county is influenced by:

- (1) The number of State club workers in proportion to the number of counties in the State.
- (2) The nearness of counties to the State college.
- (3) The personal relationship between the county extension agent and the State extension office.
- (4) The efficiency of the county extension agent.

These studies often brought out the fact that counties needing help were not getting it, and the new plans were accordingly laid to overcome that weakness. This practice by State workers of basing their supervision on the careful study of problems and the factors named above has resulted in stronger leadership from the State extension office and more efficiently directed extension work with boys and girls.

MEASURING THE EFFECTIVENESS OF VARIOUS EXTENSION AGENCIES.

The tendency to build long-time programs is not confined to the counties. Directors of extension and their associates are now laying State plans that look forward 10 or 15 years. They recognize that to confine extension work to adults would require a repetition of the same teachings to each succeeding generation and that progress would be accordingly slow. They recognize, too, by reaching the youth of a State when they are forming life habits and when they readily accept new ideas that each succeeding generation will be better equipped, more receptive, and will work more readily with others to a common end. Accordingly, extension workers, especially those charged with administrative responsibility, are interested in

finding and using those means whereby extension teaching will be available to more boys and girls, and will be of higher quality.

In 22 States county club agents are employed who devote their entire time to extension work with rural boys and girls. In the States employing them, such agents are placed in the counties as fast as the volume of work reaches a point that warrants it. In other States extension work with boys and girls is carried on by the county agricultural agents and home demonstration agents in connection with their work with adults.

In 1915 a total of 317,601 boys and girls were engaged in club work. For 1922 the total amounted to 600,957. Thus the average annual increase for the 8-year period amounts to 35,419. There are approximately 7,600,000 farm boys and girls 10 to 18 years of age in the United States, one-fourth of whom are probably potential club members.

Of the 2,209 white and negro county agricultural agents in the service June 30, 1922, 1,467, or about 66 per cent, reported having conducted extension work with juniors.

The following table shows what portion of the work was conducted by the various kinds of extension agents. It points out that (1) 900 agents are carrying on no club work, (2) the average home demonstration agent does more club work than the average county agricultural agent, (3) the county club agents, on the average, conduct one and one-half times as much junior work to completion as county agricultural agents and home demonstration agents combined, about eight times as much as the county agricultural agents, and almost twice as much as the home demonstration agents.

Relative amount of club work conducted by county club agents and by other county extension agents.

Type of agent.	Number employed.	Number doing junior work.	Per cent of agents doing junior work.	Average number of members completing per agent.
County agricultural.....	2,209	1,467	66	44
County home demonstration.....	902	744	82	185
County club.....	157	157	100	349

There was a small reduction in the total number of county club agents the past year due to financial depression, especially in some Western States. On the other hand, there was an increase in some States in spite of financial depression. In New York, the increase amounted to 5, in Minnesota to 2, and 1 in each of several other States.

The report of the director of extension service in Oregon contains this paragraph:

Again the records show clearly the importance of the county club agent in connection with successful boys' and girls' clubs. Sixty-two per cent of the club members in the State completing their projects were in the 8 counties employing county club agents. The number completing projects in these 8 counties

was 2,615, while in the remaining 28 counties having extension agents, 1,642 members completed their projects. The per cent completing in the 8 counties was 74.2 as against 53.8 for the remaining counties.

In New York, of the total enrollment of 13,589, 77 per cent are in counties employing club agents, these counties averaging 552 members each.

These facts indicate that as the demands on agricultural and home demonstration agents to do extension work with adults increase, it becomes necessary to employ additional help in the counties; and that these additional employees, in order to serve most efficiently, should specialize in extension work with boys and girls. Such agents whether men or women, or both, in order to qualify for the work, should have training and experience in teaching rural young people as well as in agriculture or home economics.

COMPARATIVE QUALITY OF WORK.

Is the quality of training which the young people receive, and the improvement in farming and home making brought about through junior demonstrations, more effective under county extension agents who are specialists in methods with juniors than under those who do extension work with both adults and juniors? There are few statistics that throw light on the question.

However, it has been recognized for a number of years that the percentage of members completing the enterprises undertaken is the best single statistical index yet found to determine the quality of work conducted. The proportion of boys and girls in a county completing enterprises indicates, first, the amount of supervision which the agent gives either directly or through local leaders; and second, the quality of that supervision. Agents who do not know or do not use methods which stimulate the minds of young people, arouse them to action, direct that action in proper channels, and carry it throughout the season, are unable to bring a large proportion of boys and girls through the work successfully. The following table brings out the fact that agents who give their entire time and attention to finding out and using those methods particularly adapted to young people are securing the highest percentage of completions.

Relative effectiveness of club work conducted by county club agents and by other county extension agents.

Type of agent.	Total enrollment.	Total number completing.	Per cent completing.
County agricultural.....	189,575	96,511	51
County home demonstration.....	289,541	166,727	57
County club.....	75,680	54,742	72

SPECIALISTS.

As the number of State club specialists in subject matter has decreased the amount of time devoted by the general extension specialists in the various lines has increased, until the latter in many

States give fully half of their time to young people. When the sole contact with club work in the field was through personal visits to members, or attending club meetings, specialists felt that their efforts were spread too thin to be of full value; but with the development of leaders' training conferences, specialists are finding these a most excellent channel for getting information into practice in a widespread way with a minimum of time expended.

Specialists for lines in which club work has become well established have proved so conclusively the effectiveness of junior demonstrations as a means of getting approved practices into use, that specialists for lines in which boys and girls had not engaged have now outlined club projects and are assisting State club leaders in carrying them out. Such is the case in rural engineering, farm management, marketing, and home management.

In several States assistant specialists have been appointed to devote their entire time to work with boys and girls, all of which points out that the fuller possibilities of improving rural life through boys' and girls' club work is being visioned by specialists.

State specialists are appreciating more than heretofore the need of adapting their methods to the minds which are to receive the information. Thus they have a dual purpose in that the same information must be extended in a manner suitable to adults on the one hand and to boys and girls on the other hand.

OUTLOOK.

It seems certain that boys' and girls' club work will rapidly expand and improve in quality during the next few years. The number of county extension agents conducting boys' and girls' club work is increasing each year. The agents who have already engaged in the work with young people are increasing their enrollments. Likewise more subject-matter specialists are extending their information through clubs. With 900 county extension agents and a considerable number of specialists doing no work with juniors, it naturally follows that as these engage in the work the number of boys and girls reached will be proportionately increased.

Club work has reached the point in many counties where three plans are open to agents: (1) To confine club enrollment to its present size and allow no further growth; (2) to permit club work to expand but possibly neglect to a dangerous degree the work of adults; or (3) to bring in an additional agent to devote his or her entire time to boys and girls. This last course is being followed in most States where such a plan has been tried. It seems certain that with a return of prosperity more county help will be employed; that with this specialized help, extension teaching, being more fully adapted to the growing mind, will rapidly improve in quality; and that a maximum number of rural boys and girls will receive and pass on to others the benefits of extension education.

Arousing interest in club work has never been a major problem, rather the problem has been to direct that interest into channels where it would do most good. The list of national organizations, both commercial and educational, which are directly supporting club work morally or financially, is continually growing. Such organi-

zations as the American Bankers' Association, the American Farm Bureau Federation, the United States Chamber of Commerce, the National Education Association, and railroad companies are showing an eagerness to help in furthering this work with young people.

Sponsored by rural folks themselves, supported by numerous commercial and educational organizations, utilized more fully by an increasing number of county extension agents and specialists, boys' and girls' club work will eventually become a nation-wide, distinctly American system of practical education that will reach two or three million boys and girls, thereby raising standards of rural living to a satisfying plane.

STATISTICAL RESULTS.

Summary of results of extension work with boys and girls in the 48 States, 1922, reported by county agents, home demonstration agents, and State club leaders.¹

Line of work.	Number enrolled in clubs.	Number completing.	Some results reported.	Value.
Crops:				
Corn.....	33,130	16,340	22,956 acres grown.....	\$766,148
Grain sorghum.....	3,153	1,203	1,517 acres grown.....	34,733
Wheat.....	479	233	580 acres grown.....	6,889
Oats.....	326	152	422 acres grown.....	8,122
Peas.....	469	260	676 acres grown.....	14,491
Soybeans.....	83	66	93 acres grown.....	1,981
Velvet beans.....	583	473	299 acres grown.....	7,641
Peanuts.....	4,564	2,085	1,821 acres grown.....	60,986
Potatoes.....	11,282	6,963	2,569 acres grown.....	231,790
Sweet potatoes.....	3,307	1,450	925 acres grown.....	72,106
Cotton.....	4,116	1,819	3,387 acres grown.....	136,956
Garden.....	71,168	45,366	2,321 acres grown.....	471,013
Fruit.....	8,197	4,859	.....	61,961
Flowers.....	14,728	8,573	.....	² 2,238
Unclassified crops.....	6,659	2,643	650 acres grown.....	88,694
Livestock:				
Pork production and breeding.....	46,027	24,648	45,629 animals grown.....	1,012,083
Sow and litter.....	13,660	7,751	49,507 animals grown.....	993,229
Sheep.....	1,842	1,107	6,340 animals grown.....	101,948
Dairy, cow and calf.....	1,043	571	956 animals grown.....	133,974
Dairy, calf.....	8,778	6,433	6,509 animals grown.....	716,970
Dairy, heifer.....	1,024	676	805 animals grown.....	132,956
Milk and milk products.....	7,885	4,859	5,667 animals grown.....	² 8,457
Beef-cattle production and breeding.....	5,628	3,931	5,065 animals grown.....	522,366
Poultry.....	79,573	44,675	942,156 birds grown, 1,367,977 dozen eggs produced.....	1,359,855
Unclassified livestock.....	3,669	2,056	.....	52,647
Foods and nutrition:				
Food preservation.....	78,084	46,677	2,893,262 quarts canned, 224,764 pounds dried.....	1,058,642
Baking.....	35,974	23,791	415,644 loaves baked.....	47,533
Meal preparation.....	5,582	3,793	36,327 meals prepared.....	80,948
School lunches.....	5,890	4,161	469,837 lunches prepared.....	.....
Clothing and textiles.....	123,599	78,616	183,282 articles prepared, 298,585 garments prepared.....	336,861
Home improvement:				
Room improvement.....	12,348	6,948	8,249 rooms improved.....	2,455
Unclassified.....	5,308	3,452	.....	23,182
Miscellaneous.....	2,799	1,460	.....	98,399

¹Includes negro work.

²Refers only to value of products sold.

ORGANIZATION OF THE UNITED STATES DEPARTMENT OF AGRICULTURE.

June 16, 1924.

<i>Secretary of Agriculture</i> -----	HENRY C. WALLACE.
<i>Assistant Secretary</i> -----	HOWARD M. GORE.
<i>Director of Scientific Work</i> -----	E. D. BALL.
<i>Director of Regulatory Work</i> -----	WALTER G. CAMPBELL.
<i>Director of Extension Work</i> -----	C. W. WARBURTON.
<i>Solicitor</i> -----	R. W. WILLIAMS.
<i>Weather Bureau</i> -----	CHARLES F. MARVIN, <i>Chief</i> .
<i>Bureau of Agricultural Economics</i> -----	HENRY C. TAYLOR, <i>Chief</i> .
<i>Bureau of Animal Industry</i> -----	JOHN R. MOHLER, <i>Chief</i> .
<i>Bureau of Plant Industry</i> -----	WILLIAM A. TAYLOR, <i>Chief</i> .
<i>Forest Service</i> -----	W. B. GREELEY, <i>Chief</i> .
<i>Bureau of Chemistry</i> -----	C. A. BROWNE, <i>Chief</i> .
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52

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